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The Wagner Act

A summary of addresses delivered before a Round Table Conference on Thursday, March 21. Gerard D. Reilly, National Labor Relations Board, Lee H. Hill, Publisher, Electrical World, Frank P. Fenton, Director of Organization, American Federation of Labor, and Walter Gordon Merritt spoke at the conference. Edward Corsi, Commissioner of Labor, New York State Department of Labor, presided. He said:

NO LAW, in itself, is a panacea. This is well recognized, particularly by those of us entrusted with the administration of legislation. In the traditions of the democratic government under which we live, a law is but the expression of the will of the people, formalized by those whom the people have chosen for such tasks. The effectiveness of a law is best measured by its administration, which is another way of saying the manner in which the prescribed standards are applied to practical, existing conditions.

A law can be addressed only to the times and conditions within the purview of those who enact it. But times move on and conditions change, and it is equally within the traditions of a free form of government, therefore, that the people who create the laws retain the right to review their own acts, to project them against the background of different times and conditions, and, if desired, to change or discard those standards or principles which they feel no longer operate to the common good.

In the field of industrial relations time has moved swiftly. Along with the acceleration of our nation's industrial life there has come its obligation to safeguard the general welfare. Government has consequently been confronted with the problems which are inevitable to the fostering of harmony between mammoth forces. To meet these problems, government's only recourse is universally admitted to be legislation.

The month's following the war's end have indicated clearly that, despite much advanced thinking on the problem and despite acceptance by many employers of government support of collective bargaining, the

maze of industrial strife has become perhaps thicker and more muddled than ever before. Can this condition be rightfully blamed on alleged shortcomings of the National Labor Relations Act? How far does the Wagner Act extend its effect on the field of industrial relations? How far should it extend? What are the benefits which have been derived from the law since its enactment? What abuses have arisen?

The answers to these and countless other similar questions have long formed the basis for debate. Such discussion, I feel, is one of the healthy signs of our way of life. There is no freedom where all sides of a question are not given hearing.

I want to say a few words about the labor relations board in New York State. Here we have a law that is patterned closely after the Wagner Act. In our state, management as a whole has come to look on the right of collective bargaining not as a legal requirement but as an accepted practice of efficient management. There is no question in my mind that the employers in New York State are convinced that collective bargaining is here to stay.

Our records show that of 7,838 representation cases submitted to New York State's Labor Relations Board since July, 1937, less than 3%, or 172, required formal hearings. Of the 4,450 unfair labor charges filed during that time, 4,243 cases were settled without the need for formal hearings. We, in New York, are justly proud of this excellent record.

But there are more sides to the issues of collective bargaining than those covered by the Wagner Act. For instance, there is the problem of the jurisdictional dispute, which neither the National Labor Relations

Act or our own New York labor relations law has been able to solve satisfactorily. There are few people who would not agree that an employer, caught in the middle of a struggle between two unions, deserves some protection. From what source can such protection logically be expected?

It is my hope that out of this discussion may come some answers to many questions disturbing all students of labor-management relations.

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The first speaker was Gerard D. Reilly, Board Member, National Labor Relations Board, whose subject was "The Wagner Act vs. Free Enterprise?"

DESPITE the fact that it has been denounced repeatedly in the halls of Congress and by the press as one of the greatest impediments to free enterprise ever devised by the mind of man, the National Labor Relations Act has now weathered more than ten years of controversy. Both the system of free enterprise and the act still seem to possess considerable vitality. And it would be a rash prophet indeed who could foresee the day when either of them would cease to be integral parts of the American economic picture.

In many respects the Labor Relations Act was the most experimental of all the social legislation which we associate with the New Deal. In enacting statutes on the subject of maximum hours and minimum wages, unemployment and old age insurance, Congress was merely following the example of other industrial societies like England, Germany and the Scandinavian countries. But the Wagner Act was unique in that it gave affirmative encouragement to the right of workmen to organize.

A CULMINATION

The statute was a culmination of three different legal attitudes in our history toward labor organizations: (1) a period of repression toward trade unions in which the courts assimilated common-law doctrines on restraint of trade, and equitable relief against torts so as to control the permissible scope of union activity through the medium of the injunctive process; (2) a period, a rather brief one, of tolerance, hands off, reflected by the philosophy of the Norris-LaGuardia Act.

This was followed in the depression by a third phase—a campaign which, although not in complete harmony with the approach of the anti-injunction laws, resulted in the enactment of Section 7 (a) of the National Industrial Recovery Act and ultimately culminated in the formulation of the National Labor Relations Act.

I am sure you are all familiar with its provisions. Briefly summarized, the act established an impartial board of three commissioners with the duty of adjudicating disputes arising out of unfair labor practices or questions of representation. In defining the term "unfair labor practice," Congress was much more specific than in its definition of "unfair trade practice" in the Federal Trade Commission Act. The enumerated unfair labor practices included interference or restraint by employers with regard to concerted activity, or self-organization by employees; establishment or support of company-dominated unions; refusals to bargain with unions representing the majority of the employees, collusive closed-shop agreements with unions not representing a majority or subject to employer influence. With respect to representation questions, the board was authorized to establish appropriate bargaining units and to conduct elections in such units to select bargaining representatives.

Although the scheme of the act was a simple one and the language reasonably specific, the volume of litigation over its provisions has been tremendous. An examination of the annotated federal code indicates that with the exception of the revenue laws and the immigration and naturalization laws no act of Congress has ever undergone more extensive construction by the Supreme Court and the various circuit courts of appeal.

EFFECT ON ORGANIZATION

The most profound effect of the act upon American economic life is, I suppose, found in the figures of union membership of today as contrasted to the figures in 1932. At that time the American Federation of Labor, which embraced virtually all unions outside of certain independent railway labor groups, had a membership of about 2 million. Union membership today is around 14 million, and is approximately distributed equally between the AFL and the CIO. Contrary to popular belief, expansion among AFL unions has been virtually as great during the period as among CIO unions. For example, the AFL Teamsters and the International Association of Machinists, had rosters of less than 100,000 in 1932, but both of them now report memberships in excess of 600,000.

To me, one of the most far-reaching effects of the act was in the extension of genuine civil rights to the workers. Prior to its passage, in many factory and mining communities there was a great deal of suppression of political thought and freedom of assembly. The municipal institutions in many industrial communities seemed to be subject to the influence of the leading industries there. These unwholesome conditions have changed in recent years. The fear of the "black list" which kept many workers and their families from expressing much independence has been largely removed by the Wagner Act.

The National Labor Relations Board in adminis-

ing the unfair labor practices portion of the act during the past ten years has ordered the reinstatement of about 300,000 employees found to have been separated from their jobs in violation of the act, and has ordered the payment of back pay totaling about \$9 million to such employees. In addition, the board has polled more than 7 million employees to determine the majority representative in about 38,000 cases.

INDUSTRY'S REACTION

Recent figures on the operations of the board would seem to indicate that industry, generally speaking, has adjusted itself to the impact of the statute. About 90% of the charges of violations of the act are settled or dismissed in the regional offices. Moreover, only about one quarter of our current business is concerned with complaint cases, the preponderant volume of the cases presenting questions arising out of representation disputes. Very few of the complaint cases reveal flagrant violations of the law. Many of them arise out of allegations that verbal interference by employers or supervisors have transcended the permissible bounds of free speech. Others involve litigation over the discharge of individual employees and present close questions with respect to the motive underlying the employer's action.

There are, of course, certain portions of the statute which still create difficult problems of statutory construction, and have not yet been authoritatively settled by the courts. The question of the right of supervisory employees under the act is one of the most pressing, as well as controversies which have recently been posed regarding the proper interpretation of the subsection relating to the duty of bargaining collectively. These cases are the exception, however, rather than the general rule.

In describing the extent to which the act has secured general acceptance, I do not mean to imply that it has achieved all its purposes or that it should be regarded as a comprehensive labor code. Indeed, in a period of recurrent crises in the industrial relations field, the adequacy of our present federal statutes on the subject of labor is the proper concern of every thoughtful citizen. It is increasingly apparent that the legislative problem of solving the causes of industrial unrest deserves the same careful study and attention now being given to devising a system for placing sovereign nations under a rule of law.

I think in many respects the Labor Relations Act has been erroneously measured by the yardstick of the extent to which it has brought about industrial peace. Of course, in so far as certain questions can be adjudicated by the process of the act, the statute does provide the machinery for a peaceful solution. For example, many strikes have arisen out of the question of discriminatory discharges, union recognition, and jurisdictional disputes over representation. Such controversies can be brought to the board and

resolved speedily, provided that the litigation which follows the board decision is not too extensive.

FOR CONSTRUCTIVE AMENDMENTS

Nevertheless, the procedural features of the statute do have certain defects, and in labor disputes, speed, of course, is of the essence. I have often thought, for example, that our machinery for resolving jurisdictional disputes is not at all satisfactory to employers who comply with the act. There is nothing in the statute which protects an employer who is complying with a certification from the possibility of reprisals by recalcitrant unions through a secondary boycott. It is true that if the employer refuses to bargain with a certified union the board will issue an order against him, and the Circuit Court of Appeals in all probability will not only enforce the order but also threaten to hold any union interfering with the order in contempt. But it usually takes a year to obtain such a result.

I have never been of the school of thought that any of the statutes in the industrial relations field are perfect or that any proposal for amending them should be repugnant to the enlightened citizen. There is quite a difference between an amendment to weaken a statute or an amendment to strengthen it and make it more effective.

Unfortunately there has been so much emotion about the Wagner Act that the Congressional attitude toward the statute differs very sharply from its approach to other legislation. For example, the Railway Labor Act has been amended on numerous occasions without any very violent political repercussions in Congress. Then the revenue statutes which have a great deal of social impact are amended virtually every year. In fact, the House Ways and Means Committee and the Senate Committee on Finance have a permanent staff of experts who study tax laws, observe technical defects in current statutes, and who are continually available to advise the members of the committees.

A STAFF OF EXPERTS

I think labor relations has become such an important part of federal law that the time must come—and I hope very speedily—when the two standing committees of labor in the House and Senate maintain a similar staff and observe each year the general impact of all the labor relations statutes, as well as related legislation, upon our economy. For example, there are three statutes which deal directly with the problem of regulating wages: the Bacon-Davis Act dealing with prevailing rates of wages on public works and public buildings; the Fair Labor Standards Act dealing generally with the production of goods for commerce; and the Walsh-Healy Act dealing with factories which manufacture goods pursuant to government contracts. Each of these statutes has a dif-

ferent method for setting the minimum wage; each has a different method of dealing with violations of its provisions. Under the Bacon-Davis Act, for example, violations are simply dealt with by cancellations on the part of the procurement officer. Under the Walsh-Healy Act there is administrative procedure for dealing with violations which resembles in many respects the procedure established under the Labor Relations Act. The Fair Labor Standards Act, although later in time than all the other statutes, has no administrative system for dealing with violations. Enforcement is left entirely to federal district courts, or the state courts.

There is no logical reason for such variations in substance and practice. Clearly all three statutes should be rewritten into a single measure which eliminates the incongruities and provides for a uniform plan of enforcement.

THE POPULAR TREND

The proper approach to labor legislation lies in the formulation of a comprehensive code, so that any kind of dispute which seems to have a bearing upon the public interest could be related to a system of law with definite statutory guides for the agencies administering them. It seems to me that the approach which is most popular in Congress today is a step violently in the wrong direction. I am referring to the popularity of these measures, which are euphemistically called "bills," to strengthen and augment the machinery for conciliation and mediation, but which merely encumber the present Conciliation Service by the addition of a federal mediation board.

I see some merit in the suggestion of fact-finding committees with subpoena power because that is an additional means of simplifying the issues. But I see no useful purpose at all in the creation of additional boards which merely have the power to mediate and can recommend only voluntary arbitration. Nor do I believe a system of compulsory arbitration would be at all useful, unless the arbitrator is dealing with issues arising over the terms of existing collective agreements. There his task is the simple one of interpretation. But in a dispute over wages or the making of a new contract he has no legal guides to help him in formulating his award, and therefore all too often the arbitrator will simply compromise on each issue, irrespective of whether the particular position of the parties has any merit or not. In other words, arbitration is quite different from judicial procedure.

Consequently, I hope that if any legislation is adopted by Congress this year it will be in the direction of placing specific provisions in the substantive aspects of the law rather than in cluttering an already over-crowded field with new and unpromising devices.

Lee H. Hill, Publisher, Electrical World, spoke on "The Effect of the Wagner Act on Management."

LOOKING at it in retrospect, it is difficult to recall that the Wagner Act landed like a bomb-shell on the weakened structure of labor-management relations at the depth of the Great Depression. And yet, management might have anticipated it, for Section 7(a) of the National Industrial Recovery Act was a portent of more stringent legislation to come.

While unions grew rapidly under the impetus of Section 7(a), there was no organization in the field really prepared to take full advantage of it. The CIO had not yet been born, and the AFL was not attuned to the task of "organizing the unorganized." But management did not wait for the AFL to make the most of its opportunities. Employee representation plans flourished, with sympathetic management assistance, as a means by which employees might express their views with respect to wages, hours and working conditions. Management devoted much time, effort and legal talent to the organization of these collective-bargaining plans, many of which later fell, like ripe plums, into the net of the CIO and the AFL. These employee representation plans gave thousands of employees their first experience in collective bargaining, and served as a testing ground for a whole generation of union leaders. However, the growth of employer-assisted employee representation plans was probably responsible for subsequent provisions in the Wagner Act against employer-dominated unions.

OFF TO A BAD START

When the architects of the New Deal brought forth the National Labor Relations Act, employers were up in arms over a measure they deemed unfair, unconstitutional, and repugnant to the concept of management and employees working *together* in their common welfare. It may be well to recall some prophetic comments of those days which demonstrate also that management has spoken with foresight as well as with hindsight. During hearings on the bill in 1934, James A. Emery of the National Association of Manufacturers said: "In form and in substance, the measure violates elementary prospects of justice and fair play. . . . We resent the suggestion that the normal conduct of the employers shall be outlawed and the abnormal conduct of other groups shall be encouraged by law." The American Iron and Steel Institute said that "the bill is designed to control all labor matters by political rather than economic forces and to destroy the friendly relationship now existing between employers and employees."

After the passage of the act in 1935, management was assured by the best available legal talent that the law was unconstitutional, and in good faith be-

lieved it was. Possibly, President Roosevelt was not at all sure how the Supreme Court would rule on this critical question, for you will recall the strenuous efforts made about that time to change the composition of the court. At any rate, the Supreme Court held in 1937 that the Wagner Act was constitutional.

It is apparent, therefore, that the Wagner Act got off to a bad start. Legislation which is vehemently opposed by those whom it directly affects is bound to be difficult to enforce, and to arouse friction and leave scars which take years to heal. Public acceptance is a prerequisite to effective administration of any law. The Wagner Act was not only considered to be biased and unfair from the start, but was administered by boards which were apparently determined to impose upon industry their views of the class composition of society, and the irreconcilable difference of interests that the New Deal fostered between employers and other "economic royalists" on the one hand, and labor and the rest of the "ill clad, ill nourished and ill housed" on the other hand. Labor was assumed to be the underdog in a very uneven battle, and it was up to the National Labor Relations Board to even the score.

CONSTRUCTIVE ATTITUDE

Nevertheless, the law was on the books, and the Supreme Court had declared it to be constitutional. It was up to management to try to make it work. And, be it said to management's credit, since 1937 it has come more and more to accept the underlying purpose of the law—the encouragement of collective bargaining—and has tried to make it work.

However, management never has accepted the theory that there is a diversity of interests between those who direct an enterprise and those who carry out its functions. Such a concept is incomprehensible to those whose responsibility it is to make the entire organization function smoothly to achieve a given end. In other words, I believe it fair to say that management has adopted the principle of bargaining collectively if its employees desire to be represented by a union; but management has not and will not accept the philosophy that collective bargaining must consist of class warfare.

With the passage of the Wagner Act and its prohibition against management domination of (or assistance to) any labor organization, the then existing employee representation plans became hopeless orphans, and were promptly "adopted" by the AFL and the newly born and rapidly growing CIO. And even where no organization at all had existed, employees were easily persuaded that "the President of the United States wants you to join a union." The resulting union growth was phenomenal. Unionism grew far more rapidly than responsible leaders could be found to direct it into constructive channels. Man-

agement found itself squeezed between a resurgent, forced growth of unionism on the one hand, under militant, fighting leadership; and a forbidding wall on the other hand that prevented management from freely stating its views, dealing directly with its employees, or exercising many of the functions which had been traditionally and naturally within its domain.

LEGAL COUNSEL

The National Labor Relations Act was so abrupt a departure from the pre-existing status of management with respect to labor unions that it was not at all surprising that management, thoroughly puzzled, turned to its legal counsel for guidance. First there was the serious question of the act's constitutionality to be resolved—an entirely legal question. Following the Supreme Court's decision that the Wagner Act was constitutional, management became even more dependent upon legal counsel to advise it to what extent it still retained its pre-Wagner Act authority, how it might best protect the exercise of its functions, what constituted "collective bargaining" and "refusal to bargain collectively," whether a collective bargaining agreement had to be reduced to writing, whether and to what extent management could still deal directly with individual employees, and a host of other questions.

Some managements felt so puzzled by this whole new set of bewildering limitations that they simply left the entire labor problem in the hands of their attorneys, while they devoted themselves to those things they knew and understood best—production or operation and sales.

This emphasis on the legal aspects of labor relations undoubtedly helped to get collective bargaining off to a bad start under the Wagner Act. So much so that one neutral observer stated: "Too many of us are more interested in getting our words legally straight than in getting our situations humanly straight."¹

There were other obstacles to the development of good employee relations. When employees turned to a union to bargain for them, some managements could not avoid a feeling of resentment. There was a feeling in some cases that the employees were ungrateful despite everything that management had done for them. The natural reaction in such cases was "if the employees want to bargain through a union, let them see what the union can do for them." It took some time for some managements to accept the union as having a proper part in the employer-employee relationship.

Furthermore, management was rather shocked by the unseemly conduct of militant union leaders, and there was a definite tendency to let management's resentment at such conduct carry over into management's relations with its employees.

Sometimes management was so appalled by the

¹"Management and Morale," by F. J. Roethlisberger, pp. 26-28.

union's intervention between management and its employees that there was a tendency to sit back and say "All right, let the union handle the situation," with little appreciation of the many important things that management and only management can do for its employees.

However, the effects of unionization were not all negative. The very effort to forestall unionization or union demands in some cases led to certain concessions and improvements in working conditions which led to improved employee morale. Even today, it is not uncommon for an industrial relations director to find the union a persuasive argument with which to sell his employee relations program.

COLLECTIVE BARGAINING

Aften ten years of the Wagner Act, management has in general accepted the theory of collective bargaining, and is willing and ready to practice it where employees have voluntarily chosen to be represented by a union. Management has now had time to acclimate itself to the new situation and has come to the realization that, if employees wish to bargain collectively, management must either endeavor to make collective bargaining work, or risk government intervention and domination of the entire field of collective bargaining. This, in turn, means government setting of wages and working conditions, leading to a completely controlled economy. Management definitely does not want that.

Management is, however, deeply concerned with certain union practices that interfere with collective bargaining. And it is understandably concerned with those union tactics that threaten to interfere seriously with management's functions and management personnel.

If collective bargaining means anything, it means a genuine effort on the part of both parties to negotiate in good faith, explore all possibilities, and to exhaust orderly and peaceful means before resorting to strikes or lockouts. Accordingly, there are many companies in the steel industry who are genuinely puzzled because they found their plants closed by strike when negotiations were either proceeding satisfactorily or had not even begun. The strategy board of the steelworkers union had decided that the entire steel industry usually followed the wage pattern set by the operating subsidiaries of United States Steel. Accordingly, when the dispute with United States Steel reached a stalemate (really because United States Steel was unable to persuade the government to give it price relief), the union shut down the entire industry, without regard to the status of collective bargaining at the individual plants.

Certainly, if the situation had been reversed and the companies had taken the same action as the unions, there would have been a great hue and cry about management's committing an unfair labor practice under the Wagner Act by its "failure to bargain."

But in this situation, the *management in these plants had had no opportunity to bargain collectively*. This is far different from the situation which prevailed at the time the Wagner Act was passed, when the vigorous charge was made that *management* had refused to bargain collectively. It was certainly not anticipated in those days that unions would prefer to use the strike weapon in place of collective bargaining which they advocated so wholeheartedly.

Nor was the great steel strike the only example of such tactics. Precisely the same procedure was pursued in calling the oil-refining industry strike in the fall of 1945. Because the negotiations at certain locations had reached an impasse, the entire industry was struck. In some cases negotiations were going smoothly when they were interrupted by the arrival of pickets sent by the international union. Again, management had had no opportunity to bargain collectively. Imagine the weeping and wailing if the companies had followed these same tactics.

JURISDICTIONAL DISPUTES

Representation disputes always interfere with orderly collective bargaining. In one plant critical war production was stopped by a strike because District 50 wanted to replace the Farm Equipment Workers as bargaining agents. The Farm Equipment union was the certified bargaining agent, and the management had no choice but to deal with that union. Nevertheless, a strike was called and production was stopped. A representation dispute not only interferes with orderly collective bargaining, but usually results in both unions trying to outdo each other in making outrageous demands on management, in order to prove that each is the true champion of the workers.

Jurisdictional disputes do nobody any good. When two or more unions get into a dispute as to which shall have jurisdiction over specific work, the fur really flies. You will recall the long and violent jurisdictional warfare in Hollywood over which union was to collect dues from the stage designers. Another dispute of that kind was the dockworkers' strike here in New York late last fall, when a rank-and-file group decided the time was propitious for unseating Joe Ryan, the lifetime president of the International Longshoremen's Association. And so the strike dragged on, long after the dispute with the owners had been settled, while freight piled up in New York and overseas veterans waited to be brought back home.

It is difficult for management to understand how the Wagner Act can permit such actions as these—yet the act specifically makes strikes over these things legal.

It is certainly no service to collective bargaining to use the union's strength, even to calling a strike, for political purposes. I need hardly remind you of the example of that, which Michael Quill demonstrated so

recently. Quill threatened to call a strike of his Transport Workers Union on forty-eight hours' notice unless he was given assurance that certain power-generating facilities of the City of New York would not be sold to a privately owned public utility. Here was no dispute between employer and employees as to matters "relating to wages, hours, and other conditions of employment." What if managements were to lockout over such matters?

Closely allied to political strikes are strikes against the government, or against actions of government agencies. You may recall the rash of strikes during the war that were called for the sole purpose of protesting War Labor Board action, or War Labor Board delay. What was the employer to do? The union had developed its strength for *collective bargaining*, but was using it for the sole purpose of coercing the government. The twenty-four-hour maritime union strike was to force the government to divert still more ships to the carrying of veterans home from abroad. The brief national telephone strike several months ago was because the union took offense at the interim report of a National Labor Relations Board examiner.

Perhaps the most destructive type of strike, from the viewpoint of those who would like to make collective bargaining work, is the strike in violation of a collective-bargaining agreement. At the very time that the President's labor-management conference was meeting in Washington, the street-car and bus operators struck, paralyzing all transportation (except cabs and automobiles) in the nation's capital. The strike was called without notice, and took place despite the fact that there was a no-strike clause in the agreement then in effect and that the management offered to arbitrate as provided in the agreement. In that case the management might well ask: "What is the use of bargaining collectively?"

Another type of strike which is intolerable is the strike designed to force the employer to violate the law. A perfect example was the threat of Michael Quill to tie up New York's transportation system unless his union was recognized by the city of New York as exclusive bargaining agent for the city's 32,000 transportation employees, all under civil service. Quill, a city councilman, undoubtedly knew that the city was legally powerless to extend collective bargaining recognition to his union or any other union of civil service employees.

FOR EFFECTIVE BARGAINING

These examples are enough to demonstrate that, no matter how earnestly management may seek to make collective bargaining work, it cannot be made to work so long as unions are free to abuse it in so many ways, to resort to strike rather than to bargain, and to use collective-bargaining strength to force stoppages that have no connection with wages, hours or working con-

ditions. To management, examples such as these indicate how unequal is the Wagner Act in its application to the two parties at the collective-bargaining table.

Finally, management feels that it could participate much more effectively in collective bargaining if it knew that collective bargaining could not be used as a device to transfer management functions to the union. The Wagner Act is not clear on this point. Management cannot avoid approaching collective bargaining warily so long as the unions demand the right to participate in the determination of selling prices, the amount of production to be scheduled, profits, the amount to be set aside for research or reserves, etc. If the entire area of management functions were taken out of the scope of legally required collective bargaining, management would be less guarded in its approach to union negotiations.

Within the past few weeks, the National Labor Relations Board has given management another good reason to be wary about its collective bargaining. After ten years of the Wagner Act, the board set up to administer the act completely reverses itself. The decision that management must negotiate with its rank-and-file union concerning its foremen has, at one stroke, put foremen on both sides of the bargaining table, and at the same time has made management wonder how it is going to carry out management policies and legal obligations under the act through union-controlled agents.

VOLUNTARY CORRECTION

I have always felt that voluntary action is much more acceptable and therefore much more desirable than legislative compulsion. It was for that reason that I looked to the President's labor-management conference in Washington as a real opportunity for labor and management to get together on procedures which might make collective bargaining work more constructively, and eliminate the abuses from which it has suffered.

I was very much pleased with the statesmanlike approach to the problem demonstrated by the management delegates. There was no antiunion strategy, no thought of how to embarrass the unions or set them in a bad light. The dominating problem in the minds of all was: Now that the war is over, what needs to be done to make collective bargaining work truly in the public interest?

As you all know now, the management delegates failed to reach agreement with labor delegates on some of the most essential points. But the conference served to demonstrate very clearly that voluntary agreement was impossible, and the reasons why it was impossible:

1. Labor refused to limit in any way the exercise of its right to strike "anywhere, any time, and for any reason."

So, at one stroke, labor destroyed any hope of substituting orderly procedures of collective bargaining, reserving strikes for use only as a last resort.

2. Labor refused to assume any responsibility for living up to contracts or legal requirements, refused to implement its obligations with guarantees of any kind.

3. Labor refused to specify a single function as being exclusively a management function. The report of the labor delegates states very frankly on this subject: "The responsibilities of one of the parties today may well become the joint responsibility of both parties tomorrow."

4. Labor refused to do anything about jurisdictional strikes, even after we urged that labor itself administer a suitable procedure for settling such disputes.

FOR NEW LEGISLATION

Despite my preference for voluntary methods, my participation at the President's labor-management conference has convinced me that our only hope for correcting the unbalanced situation created by the Wagner Act and its administration and establish a working basis for making collective bargaining work in the public interest is to pass appropriate legislation. Just what form that legislation might take will be covered by another speaker.

It is to be anticipated that organized labor will attack with unbridled fury every suggestion for corrective legislation. That has already been demonstrated. Philip Murray even denounced President Truman's proposal for a thirty-day prestrike waiting period as "leading to industrial serfdom." Every other legislative suggestion has likewise been greeted as being "fascist" or "antilabor." Organized labor itself has no change to propose. It has what it wants now!

Nevertheless, no group in our society can expect to wield great economic and political power without being made responsible for antisocial misuse of its power. When some elements of business shortsightedly operated under a "public-be-damned" policy, it took legislation to correct monopolistic practices and other abuses of its economic power—and it was legislation that was very distasteful to business.

Now that organized labor has gained tremendous influence and has shown itself unable or unwilling to be guided by paramount considerations of public interest, it becomes necessary to enact legislation which will discourage existing abuses. And, while organized labor will strenuously object to such legislation as sounding the death-knell of organized labor, once such legislation becomes enacted, understood and accepted, labor will find it a help rather than a handicap in its continued growth. Such legislation will help organized labor to become a respected member of the community. Even more important, national labor leaders will find it easier to control unruly elements in their own organizations. And true collective bargaining between management and labor will become an instrument for promoting the public interest.

The impact of ten years of the Wagner Act has been to make management ready to make collective bargaining work when employees voluntarily desire to be represented by a union. This desire springs partly from management's concern about achieving and maintaining good employee relations, and partly from a conviction that real collective bargaining is the best way to avoid government domination. But management is thoroughly convinced that legislation is needed which will make both parties to the bargaining table equal under the law, and matters which are unfair labor practices for one also unfair labor practices if performed by the other.

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"A Labor Leader's Analysis of the Wagner Act"
was presented by Frank P. Fenton, Director of Organization, American Federation of Labor.

I THINK that nobody should be aggrieved as much about the National Labor Relations Board as the American Federation of Labor. Before there was a dual organization in America, the American Federation of Labor sponsored and fought for the enactment of the National Labor Relations Board. The American Federation of Labor had a distinct understanding with Senator Wagner that the act would be construed in the light of protecting the voluntary right of people to follow the kind of union of their own choosing. And for seven years we fought and even got excited, to the extent that we offered some amendments to the National Labor Relations Act to see if we could not get a better type of administration.

But in spite of our opposition in the past, we feel that the National Labor Relations Act is fundamentally sound, that the principles contained therein are sound, and that we do not seek any kind of amendment because we believe that proper interpretation by the board can correct any abuses or any evils that exist.

We have some justification for our present position, predicated upon the fact that the National Labor Relations Board is selecting men today of principles and with a judicial kind of mind which I think will bring about a correction of this abuse.

REASONS FOR PASSAGE

I understand why this act was necessary. You can listen to contrary arguments about what is wrong with it now. Back in 1842 Chief Justice Shore of the Supreme Court of Massachusetts rendered a decision that collective bargaining was a natural and legal method for any association to carry on its relationship with its employers. That decision and the principles of that decision were carried forth in many deci-

sions of the various states and the Supreme Court of the United States. But in spite of the fact that labor had the right to bargain collectively, the employers for close to a hundred years used every device in their attorneys' brief cases to deny the workers the right of collective bargaining. The record is complete in the halls of Congress, in the various agencies that made an investigation of the unwillingness of the employers to accept any degree of collective bargaining in America. And in most every case where genuine collective bargaining prevailed, it only prevailed because of labor's determination to enjoy what it believed to be its legal and constitutional right.

NEED OF BARGAINING

So it was necessary for us in the early days of trade union movement to focus upon the American public the need of parleying—which we hear so much about today—between the employer and the employee.

Chief Justice Taft, who was never a great friend of labor, but who had had a great deal of experience with the War Labor Board, said that labor unions were organized out of the necessities of the situation and that a single employee was helpless in dealing with his employer.

Chief Justice Holmes of the Supreme Court, former Chief Justice of the Massachusetts Supreme Court, put it in plain and clear language. He said that equality of contract begins where there is equality of bargaining power and you can't have equality of bargaining power between the propertyless employee and the propertied employer unless the employees abound in an organization that is sufficiently strong to balance the scales and to demand justice.

President Wilson tried very hard during the last war to inculcate this balance, this equality between both groups, but without avail. Then right after World War I we did enjoy a degree of equality through all kinds of organizations very similar to some of the kind that are operating today. The employers sought out high-sounding phrases that would appeal to the prejudice of the people. Plants with company unions had no trouble at all negotiating for a closed shop. The employer saw to it that there was a closed shop. There is no record in history except one case, I think, in the early days of the National Labor Relations Board, where the workers got anything out of these company representation plans except a faucet fixed. They weren't genuine; they weren't intended to be genuine. They were company owned, company controlled and company financed. If they weren't an instrument of profit I don't think the employer would have been interested in them. There was no such thing as collective bargaining, because the employer sat on both sides of the table, and when John Jones decided he wanted something concrete and real, he was told that his services were no longer wanted.

I have always tried to bring about the best possible representation and relationship that I possibly could for the groups that I represented. I have waited eighteen months before I have called a strike, trying in some cases to get common justice, just a day in court to say, "Why is this man black-listed? Why was this man discharged? Why don't you give him his day in court and let him be faced by his accuser? Give him an opportunity to work at this industry." Every state in the union had black-listing of every kind, so that—I like to put it concretely—the economic history of the United States was red with blood all because we wanted the same rights as our employers to be represented by representatives of our own choosing and to sit down and bargain for the conditions of wages, hours and work that we were compelled to work under.

PROBLEM OF MINORITIES

Now in spite of all this we passed the Wagner Act. We don't think that this act needs amendment. What it needs is the proper kind of administration that will give the workers a fair and even break. We think that any time the majority of any group of men who work at a craft want to be represented in a craft group, they ought to be afforded that opportunity. To deny it is to deny the rights accorded minorities by many other pieces of legislation in this country of ours. To deny it would be to say that any little church has no right to exist because there are several larger churches with which it should consolidate.

We are going to fight as any person would, as any lawyer would, for the proper tribunal that has competent jurisdiction, because we think it is doing great harm to many men who want to have the kind of organization that they think will best fit them in life.

CRITICISMS NOT VALID

The most persistent and oldest criticism holds that the act is one-sided because it protects certain rights of employees without imposing obligations upon them, and without defining any rights of their employer. If an uninitiated person were to examine the act in a vacuum and close his eyes to industrial reality, he would be overwhelmed by his shallow observation and by the appearance of justice in this criticism. However, when the act is squared against our industrial relationship, the criticism pales into absolute obscurity.

No one would attack the traffic laws because they regulate the speed of automobiles and not the speed with which people walk. Nor would one assail our game laws which protect the rabbit from the hunter and do not extend to the hunter the same protection from the rabbit. I think a more apt example is the story that if the elephant steps upon the mouse the mouse ought to be given equal opportunity to step upon the elephant.

It might sound far-fetched, because speeches every day are about the great power that labor has. We have seen evidence that labor hasn't got the power that some people would like to think it has.

There are references to the fact, whether in glittering generalities or not, that the Wagner Act does not create a proper balance in relationship between worker and employer. Of course, the employer has the right to bargain collectively through his trade associations in dealing with labor. He has the privilege of selecting his own spokesmen by majority rule. The simple truth is that the correlated rights which labor is given under the act have been enjoyed by industry for more than a century. Nor is the worker without correlative legal restraints; the act did not suddenly vest him with irresponsibility.

As an example of how the weight of social forces checks the workers we may take the instance of recent picketing. Within a short time after picketing appeared in the newspapers, labor was subjected to more restraints than have been effectively applied in years against those employers who flout the fundamental right of collective bargaining.

NLRB NOT ONE-SIDED

I do not cite this example in justification of certain picket-line activities, but to indicate how baseless is the claim that the National Labor Relations Act produces a one-sided setup in industrial relations. Does this not make it clear how distorted a picture is obtained when a single statute is looked at through the keyhole of some vague generality instead of being weighed against the broad perspective of our industrial society?

When certain critics talk about the one-sided act, what proposal do they offer to create the so-called mutual obligation under the law? Not a single one of the proposals that the critics seek to impose upon employees has any counterpart in any obligation imposed upon industry by the Wagner Act. For example, the suggestion of incorporation of unions has no counterpart anywhere, for no law requires employers or trade associations to incorporate; they do so voluntarily to limit their liabilities.

Also, we have the suggestion that employees should be forced to observe a waiting period before strikes. This might be analogous to requiring the employers to observe a waiting period before closing down their plants. But neither the National Labor Relations Act nor any general law so obligates the employers.

On this last point, reference to the Railway Labor Act is not apropos because there the waiting period imposed upon the workers is matched by an obligation of the public utilities not to stop the running of the trains.

The Railway Act was sponsored, drawn and enacted by both management and labor working to-

gether to get some kind of act that was mutually agreeable to both parties. Most every piece of legislation—sixty-five at my last count—that is offered to amend the Wagner Act is advanced by people who are trying, in my opinion, not to sincerely amend the act, but to weaken it, if they possibly can, so that it will have no real legal effect.

Then we have the well-known proposal, that coercion or interference from any source should be forbidden under the act. This proposal, like many others, would destroy the basis of the statute, and, if accepted, would mean the unions would be denied a legitimate interest in the organization of the workers. It would attack peaceful picketing and propaganda. It would prohibit proselyting.

MANY DESIRE AMENDMENT

I want to say advisedly that I believe most employers who themselves are engaging in genuine collective bargaining honestly feel that the act ought to be amended. I think they are proper employers. I am not putting them in the same category with those—a small group of powerful employers—who are trying to destroy the act.

Management may discriminate unfairly among their employees by playing favorites in promotions, transfers, disciplining unjustly and providing them with the poorest of working conditions, and otherwise mistreating them, without being guilty of an unfair practice under the law. Only when any of these acts are taken to punish people for union activity is it considered illegal.

There are racketeers in some unions, of course, but so are there racketeers in business too. We do not penalize industries for wrongdoing of business racketeers, and there is no more justification for penalizing unions for the misdeeds of some of their leaders. Such activities are matters for criminal law, not for labor relations statutes.

Other abuses by unions are not free from regulations, although the Wagner Act does not deal with them. The state and federal courts have handed down decision after decision granting relief to individuals and groups of members who have been subject to unfair treatment by union officials or their members. Arbitrary expulsions, failure to grant a fair hearing and unjustified penalties have been reversed by the courts and damages assessed against the union officials. These are not dealt with by the labor relations act but other laws, and if such proposals were included in the Wagner Act it would be made one sided in favor of the employer. As it is, labor and management are in this respect treated alike.

I want to let you in on the inner feelings of the American worker. One factor that accounts for the persistence of antagonism and industrial unrest is the character of the changes in the Wagner Act that em-

ployers have agitated for ever since it was adopted. They have not really wanted equal treatment under the law. They have advocated amendments based on concepts drawn from individual bargaining. They have proposed perfecting, equalizing and clarifying amendments which would destroy the process of collective bargaining and the responsibility of both workers and management for the faithful observance of the contracts.

This leads us to think that the attack is on fundamental principles of the act, on our right to maintain effective unions and to deal with employers according to long-established usages of collective bargaining. This feeling keeps many workers and their representatives in a militant mood, thus impeding the development of the cooperative attitudes which result in true mutuality based upon mutual desires to administer agreements effectively.

I sincerely believe that as soon as the American employer will engage in genuine, sincere collective bargaining that the legislation proposed by Congress will be superfluous, because a union agreement carries within its four corners cooling-off periods, arbitration and many of the factors we are discussing here today.

In the American Federation of Labor we have a number of unions that haven't had a strike, some of them for thirty-five to fifty years, where there is mutual confidence and mutual respect on the part of both the employer and the workers engaged. When we get that kind of cooperation generally, I don't think we will be seeking for remedies through Congress, because the American Federation of Labor is dedicated—and I say this advisedly—to freedom of enterprise. We are not enthralled with any ideology or any belief that we ought to change our present form of government. We believe that freedom of enterprise is the greatest system on the face of this earth.

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"The Wagner Act—Let's Improve It," says Walter Gordon Merritt.

OVER twenty-five years ago, when unionism occupied quite a different status than it does today, I was an outspoken opponent of antiunionism, and I published articles and made speeches against the spirit of antiunionism. It existed. My contact with employers convinced me that it existed.

When the National Labor Relations Act was under consideration before Congress, I registered no opposition to the act in principle. I had been appearing before the Senate and House committees in connection with it and pointed out that it was a lopsided bit of

legislation, striking at and destroying the incentives for good conduct and good behavior on the part of labor unions, instead of imposing joint responsibility and removing some of those difficulties and differences which were the cause of the employers' resistance to unionization.

COMPULSORY WEDLOCK

The fundamentals of the National Labor Relations Act are in effect a compulsory wedlock at the option of the union bride. The union is not obliged to collective-bargain. In my long experience as a practitioner of the bar I have known that the union often fails to collective-bargain and dodges the employer at the very time he wants collective bargaining. That isn't fair.

I like to think of myself as a political philosopher and legal student who approaches these matters objectively. I like to presume—and perhaps this is rather impudent on my part—that I am objective enough to express the opinions of the public as to what is right and just in connection with these matters.

The things I have to say, it seems to me, are hardly controversial because they are based on fundamental principles. So far as the employer is concerned the act compels him to deal with the union no matter how untrustworthy or trustworthy it may be, no matter how loyal or disloyal it may be, no matter how autocratic it may be both in its external relations and its internal relations, and no matter how subversive it may be toward the institutions of our country.

So far as the union is concerned, the act does not compel the union to deal with the employer, no matter how trustworthy, fair and reasonable he may be. Any man who can contend that that is fair and right is, in my judgment, biased in his views.

The act was designed, of course, to promote mutually satisfactory relations and to avoid industrial disputes. It was designed to overcome the sales resistance of employers to unions, but no attempt was made to eliminate the causes of such resistance, like union irresponsibility. Here is a law which depends exclusively upon legal compulsion and relies in no degree upon voluntariness, and doesn't even attempt to clear the way, so that voluntariness will work in promoting the purposes of the act, or to remove some of the union abuses which lead to the need of the act, as well as the abuses on the part of the employer. In other words, it is a maximum of compulsion and an absolute nullity as far as voluntariness is concerned. To that extent it runs contrary, of course, to the philosophy of Samuel Gompers and men like Will Davis.

The law, of course, does encroach on our free economy. For the first time in the history of this nation the government no longer remains neutral to the interest of organized labor, but gives its support to

unions and unionization. It was entirely proper that the various labor relations boards should see to it that the cause of unionization within the rules of the game was allowed to move forward, because that was the purpose of the act. But my quarrel with the act in that particular is that it does not remove these issues from the arena of conflict.

The act begins by stating its policy to prevent obstructions of commerce and it ends by declaring that the right to obstruct commerce shall not be impaired when carried on by the union. It is unfair where we set up a tribunal of reason to deal with certain types of issues, which it declares to be the subject of industrial disputes, that it should also preserve the method of ordeal by battle. Where you have an issue that an administrative board is empowered to determine, there is no justification for resort to industrial strife and the paralyzing of the life of a community in connection with such an issue. That is fundamental, to my thinking.

CRITERION OF PEACE

Therefore I would test the soundness of the act in its present form by the extent to which it has brought or not brought industrial peace, for I am quite sure that if we had the rule laid down that it was unlawful to strangle an employer's business for issues which could be settled by the act, which was passed at the instance of organized labor, there would be less industrial strife in this country.

Suppose, for instance, we were to enact a law providing for the regulation of wages in public utilities, or compulsory arbitration in public utilities. Would it be right that the union should have a right to strike for higher wages in violation of those regulations? Therefore, it isn't sound public policy where we have set up a tribunal to determine these various issues, and have done it at the insistence of labor, that those issues should still be handled under the friction of our free economy, which means on the picket line or through strikes and walk-outs. That is my first point as to the defectiveness of the act.

When Congress set out to reduce the number of frictions by removing this particular type of dispute and transferring it to a tribunal, subject to review by the court, I think Congress should not have said: "But, labor, you are still free to injure the public and the employer and to obstruct commerce if you don't like the decision."

I cannot see how any person can claim it is right, and should not be corrected, to allow a human to organize, strike against, picket and boycott an employer's business because that employer insists upon observing the orders of the board, when, if he persisted in doing otherwise, he would have to go to jail.

Ordinarily, as I have often said, to aid or abet the commission of a crime makes one an accomplice, but

in some phases of our industrial-relations law today a labor union can organize to coerce the commission of a crime, because the right to strike, picket and walk out are absolute rights, no longer subject to the limitation of the public interest or the rights of the individual. That, at least, is true as to the federal law, laid down by the Supreme Court of the United States.

There are many exceptions when you consider laws and decisions in numerous states, but my charge against this act is that, having reached the policy which the American Federation of Labor wanted to reach—that these particular issues should be settled by judicial tribunal rather than by a resort to combat—then I say that ought to settle the matter and these issues should be removed from the field of industrial combat. That, gentlemen, would settle a great many types of jurisdictional disputes.

Why talk of arbitration and labor courts *when* we will not maintain industrial order in this limited field? Is it for labor to say that it is afraid that these boards won't deal justly with it, and that therefore it must have the power and the alternative to go into the gutter and fight it out? Is anybody in this room rash enough to say that labor is a political underdog? If there is anybody who feels that way, I don't agree with him.

Is there any danger of labor being short-changed by the National Labor Relations Board? If there is, it hasn't yet become apparent. I have sometimes said, and sometimes thought, that it is true that democracy is a form of government whereby pressure groups get preferred treatment.

So from my point of view there is no excuse for reserving the right to industrial combat in connection with issues which the American Federation of Labor has asked Congress to turn over to the National Labor Relations Board. That is point No. 1.

GOOD vs BAD UNIONS

Point No. 2 deals with business or unions' social controls. It is easy enough to control an employer because you empty his purse. He gives hostages to society for his behavior. But it is very different, as we all know, to control masses of people. And so prosecutions, jail sentences, injunctions and damage suits don't always seem to be apt instruments for controlling the forces of labor. But where the government goes out of its way to give special and extraordinary privileges to labor, saying: "You, Mr. Employer, must deal with it, no matter what the quality of the union is," then the government has the control it can easily apply. It can say that if you are a particular type of union that does things below certain social standards, you don't get that special privilege.

My feeling, therefore, is that the Wagner Act should be so amended that it defines the type of labor organization which is entitled to seek the benefits of the act, and it should so define it that these privileges

really are conditioned on the good behavior of the union and the sound administration of its affairs, internally and externally. You know the usual ones people talk about—democratic procedure in the election of officers and the calling of strikes; no diversion of funds for ulterior purposes outside of the economic field; no subversive activities; no strangling of business without warrant, and all that sort of thing.

The union that does not conform to reasonable social standards is not the union that Uncle Sam ought affirmatively to be backing and fighting for. Therefore, it is my conception that the act should be amended to define the union as that type of union which every good labor leader admits is the right type, and to specify that these various minimum standards of social decency are requisite to the support of the government through the National Labor Relations Act. Here is a new application of the well-known clean-hands doctrine.

UNFAIR LABOR PRACTICES

My third point is that there are certain unfair labor practices which are engaged in by some unions. I agree that, by and large, they are not the same sort of unfair labor practices as those practiced by the employer, and therefore I was not much impressed by the Ball-Burton-Hatch bill, which tried to balance one with the other. But there are other types of unfair labor activities practiced by unions that society is just as much interested in stopping as unions are interested in stopping some employers' practices.

Labor unions are not all perfect; some of them do wrong. We admit that some employers are good and do not need corrective legislation. But we all know that an industry suffers from the malpractices of a few. And the unions suffer from the malpractices of a few, and laws are passed primarily to prevent minorities from doing wrong, because if such wrong doing is not stopped it will soon be practiced by the majority.

So I mention these few unfair labor practices:

1. Coercion of employees from any source should be banned. The Circuit Court in the Second Circuit set aside an election in which the union officials told the employees if they didn't join the union they would lose their jobs.

2. False statements about employers. If employers can't talk freely to their employees, the unions at least shouldn't be able to say false things about them.

3. Government should give employers some form of sanction or protection against breach of labor contracts. If employers are going to be forced by law to contract with unions, however bad they may be, why shouldn't unions be forced by law to live up to the contracts?

4. When an employer is brought before the National Labor Relations Board at the instance of a union and proves these malpractices by the union, such proof should constitute a defense against the proceeding.

I am in favor of the Labor Relations Act—in favor, also, of the growth of unions. I am not in favor of cutting back the power of unions. I would almost trade the closed shop for union responsibility and strict regulations for the proper use of union power. In other words, I favor securing union responsibility rather than reducing union power. But I cannot see the Labor Relations Act, as it now exists, being fair and reasonable. I cannot reconcile it, in its present form, with ordinary social principles or logic, or even with the ideal of sound human relationships or industrial cooperation. It needs amendments—and badly.

It is difficult for me to see how anyone with intellectual integrity and independence can believe that I am wrong in some of these things I have been saying. If one is really objective, the antisocial aspects of the Labor Relations Act must be conceded.

A MORAL PRINCIPLE

Underneath this whole problem is a moral principle, a political concept, a question of fundamental right and justice of the kind which our political forefathers understood and recognized at the very beginning, and upon which they founded this country. But in the face of the unmoral aspects of this act, in the way that it controls one party to the industrial contract and does not control the other, I am fearful that no matter what may be the legislation in the future, this unprincipled approach may expand and come to be felt in other phases of our life, and civic virtue may thus come to be further impaired.

The virtue of principles is that they present a durable basis for the future as compared with the temptations of temporary expediency, but, in the field of labor relations, principles are losing their hold on the people to such an extent that we may pay a terrible price in the future. Today it almost seems as if certain groups were willing to cast aside social and political principles to the wind provided that by so doing we more nearly approach equalitarianism.

We are on the threshold of great troubles, and all I can say is, for God's sake, let's respect logic and principles, moral standards and civic virtue in every law we pass.

Children's Morning Program

The Owens-Illinois Glass Company, Toledo Division, is reserving the employees' club room on Saturday morning for members of the Junior OnIzed Club. All children of its employees are invited to participate in the club. These Saturday morning programs consist of movies, games and songs. Interested parents who would like to serve as advisors are also invited to attend. F. B. B.

The Chronic Alcoholic in Industry

THERE are many individuals who drink alcoholic beverages in moderation and the majority of them will not become excessive or uncontrolled drinkers. However, there are some men and women who cannot take even small amounts of alcohol without eventually becoming chronic alcoholics. These persons are neither dissipated nor worthless drunkards but are unable to stop their drinking because they are ill.

It is estimated that of approximately 50 million persons in this country who use alcoholic beverages 750,000 are chronic alcoholics. About 2,250,000 other persons drink excessively and more than 13,000 men and women in the United States have alcoholic psychosis (alcoholic insanity).¹ Alcoholism, which affects the efficiency and health of its victims, has become an important consideration of industry, as well as a major public health problem, since the majority of the chronic alcoholics fall within employment age groups. The chief concern is for the chronic alcoholic, but excessive drinking precedes addiction and there is no way to predict which persons will become uncontrolled drinkers.

WHAT IS ALCOHOLISM?

According to one authority: "The consensus of opinion of the medical profession is that alcoholism is not a disease, but a symptom of many underlying diseases." This authority further advises that, regardless of the cause of the condition, "all alcoholics have one thing in common—the loss of the power of self-control." The effects of alcoholic beverages on chronic alcoholics are so grave that even the recovered case knows that he can never drink again with any degree of normalcy. He must avoid wines and beers as well as distilled spirits. A well-known psychiatrist states that, "the gross differentiation between the pathological drinker and other users of alcohol is that the one who 'can handle alcohol' gets a little relaxation but after that he is more able and willing to go back and tackle the responsibilities of life, while the pathological drinker is less willing and tends, as a result of drinking, to evade responsibility."

Scientists have not found any single cause for chronic alcoholism. Analysis of cases under close supervision indicates, however, that, in general, uncon-

¹"The Scientific Approach to Chronic Alcoholism," the Research Council on Problems of Alcohol.

trolled drinking is often the result of personal factors such as insecurity, worry and discouragement, and individual fears, depressions, conflicts, and anxieties. These individuals consciously or unconsciously seek means of escaping from themselves or from realities to which they cannot adjust. Alcohol in itself does not cause personality pressures or addiction.

TREATMENT

Scolding or lecturing, despite the good intentions behind them, have no place in the treatment of alcoholism. Since they offer no solution for remedying the alcoholic's condition, they serve only to arouse within him greater discouragement, hopelessness, resistance and despair. Furthermore, the chronic alcoholic often has little faith in a nonalcoholic's ability to analyze and appreciate the problems and causes of an illness he has never experienced.

Much credit has been given to members of Alcoholics Anonymous, a lay organization of recovered alcoholics, for the help its members have given to inebriates. These men and women, who have conquered their own alcoholic habits, speak the same language as the patients because they are acquainted at first hand with the suffering associated with the condition. Their sincerity and interest awaken new hope for the alcoholic. They help him recognize his condition as an illness and urge him to visit his physician for examination and guidance. Members of Alcoholics Anonymous stand ready at all times to give moral support and understanding during the discouraging periods of recovery.

MEDICAL CARE

The need for early medical advice for chronic alcoholics cannot be overstressed, as is indicated in the following statement of an outstanding authority in the field of psychiatry: "They [Alcoholics Anonymous] have done a good job but it is well to ascertain first that there is not an underlying severe physical condition being masked by the alcoholism which might have a disastrous effect if the treatment was merely with the educational and emotional evolution plan of the Alcoholics Anonymous."

It is important to discover the fundamental cause or causes of the individual's alcoholism and to outline

a program to correct them. Sometimes new interests must be found to help the person reestablish himself in his community. It may be necessary to eliminate or change individual social conditions which tend to delay recovery. In all instances, however, the alcoholic needs help in analyzing and recognizing his own shortcomings. If recovery is to be realized, he must also have a sincere desire to help himself and appreciate that alcohol does not solve his problems but serves only to complicate them by creating other undesirable conditions.

Loss to Industry

Comparatively few statistics are available to show how seriously alcoholism affects industrial absenteeism, turnover, accident and production rates. Some companies report, however, that visiting nurses have discovered the condition to be the direct cause of many undefined reported illnesses. Instances of higher industrial accident rates after week-end and pay-day dissipations have been recorded. Several scientific studies indicate that persons subject to severe alcoholism are at least temporarily inefficient and irresponsible and research files show that exceptional men and women have been lost to industry because of chronic alcoholism.

MANAGEMENT'S ROLE

Management is not prepared or expected to assume responsibility for the actual treatment of alcoholism. This procedure should be in the hands of persons skilled to handle such cases. However, management's interest in the safety of employees and administrative obligations places it in a unique position to assist alcoholic employees. A program which has been proved sound stresses the following three points:

1. Education of management and other employees on the various aspects of alcoholism as an illness is important. If the chronic alcoholic's condition is properly treated, it is probably remediable.

Literature concerning alcoholism is available for industry¹ and the company medical department can be called upon to give guidance on the subject.

2. Chronic alcoholism becomes progressively worse unless properly treated, regardless of station, rank, or employment level. Dr. C. Charles Burlingame, a well-known psychiatrist, believes that "alcoholism among big executives is more insidious

because of the delicacy often shown in taking up this matter." Unquestionably, therefore, any excessive drinking habits of members of management cannot be overlooked any more than those of employees in lower-level jobs. Early detection of alcoholism and prompt action in obtaining treatment would result in salvaging valuable personnel as well as in saving the lives of useful citizens.

3. Directing alcoholics to proper persons or authorities for treatment and counseling is necessary for complete recovery. Dr. Burlingame states that "there is no such thing as a 'short cure' for alcoholism. There should be (a) a thorough physical examination to determine the underlying physical cause with particular attention to an exhaustive examination of the nervous system; (a) a good psychological examination with psychological profiles—for example, this may detect the person having been placed on a job beyond his particular capacity in that special direction; (c) a careful psychiatric examination to see if there are emotional components involved so that he cannot enter into job or social relationships beyond his emotional capacities. The treatment obviously is to reactivate all latent capabilities and develop them to the maximum. This may mean a change of job or social environment. With such an assay completed, the Alcoholics Anonymous often are a very potential factor in the reactivation and development of latent capabilities, but that group should be used against this background."

Facilities for the treatment of chronic alcoholism are inadequate for the number of persons needing care. Some hospitals and health departments, however, are establishing units and clinics for the rehabilitation of chronic alcoholics, and measures have been adopted by several states to provide for the study and treatment of alcoholism.

The task is not an easy one, but there is little hope in solving it unless alcoholism and its complications are brought out into the open and discussed intelligently and practically.

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¹ The Research Council on Problems of Alcohol, 60 E. 42 Street New York City; The National Committee on Alcohol Hygiene, Inc. 2030 Park Avenue, Baltimore, Md.; Quarterly Journal of Studies on Alcohol, Yale University, New Haven, Conn.

Good Mental Health Is Important

Interest in mental hygiene is growing among management and labor union groups, and recently there have been increasing demands for information concerning the practical application of the principles related to the subject. The following material, published in leaflet form under the title, "Getting Along with Yourself and Others" has been found helpful. It was prepared by Vernon P. Williams, M. D., and copyrighted by the Massachusetts Society for Mental Hygiene in Boston, Massachusetts. E. M. S.

Be content with your own abilities and not envious of other people who seem to be more important in the world than you.

Every honest job is worth doing and if you are suited for the work you are doing you should have respect for yourself for doing your work well. Fame and positions of prominence do not in themselves bring happiness and contentment. Many of the most famous people have been just as unhappy as the average person.

You shouldn't feel inferior.

The term "inferiority complex" has been overworked. All of us are comparatively inferior and comparatively superior in various ways. Everyone, unless he is very abnormal, has felt inferior sometime in some situations. Give yourself credit for your good points and don't concentrate on your weaknesses unless you do so constructively, to correct them if possible.

Don't feel sorry for yourself. This is a disease in itself.

"Why did this have to happen to me?" or "Why do I always get the tough breaks?" or "Nobody has ever suffered so much as I" reveal attitudes of unhealthy self-absorption. Knowing that countless others have suffered just as much and more than we have should help us to bear our pains and burdens without self-pity. If it doesn't, it means that there is in us a fundamental selfishness that obscures our vision.

Don't be possessive.

The tendency to control other people and to get them to do as we want is usually based on a desire for self-importance or springs from insecurity within ourselves, or is just plain selfishness. Too frequently mothers tie their children to them so that ability to establish healthy independence may be killed forever. Parents don't own their children. Their first desire should be to instill into the children a spirit that will make for independence in thinking and in action. Also husbands and wives should not want to control each other. An occasional vacation from each other often results in the marriage running more smoothly.

Stop to think if you, rather than the other fellow, ever may be wrong.

Self-protection is one of our deepest and most strongly fortified tendencies. In any disagreement with others we should think of *what* rather than *who* is right. Even in telling our best friends of some trouble we have had with another person, we are inclined to make out the better case for ourselves and we want our friends to agree with us. The statement, "I was wrong," has not yet become hackneyed from overuse.

The pursuit of money, wealth, will never be the road to happiness or contentment.

This is a concept which is difficult to accept as being true. Most of us place great—too great—importance on material values. The world-wide social struggle for a more equitable distribution of wealth is justifiable, but the world will still have troubles long after this problem may have been settled. Of course we all should have enough money so that we don't live in fear of starvation, the poorhouse or dependence on our families, and so that we may have some luxuries; but the desire for money too frequently ties in with personal gain which has no relation to the welfare of people generally.

Don't be dependent on entertainment that requires nothing creative from yourself.

Movies, the stage, night clubs and parties can be and often are excellent and healthful diversions and stimulations. Some people don't have enough of them; but the well-balanced individual will have some interests or hobbies into which he himself has to put some effort. We should be able to be alone without feeling unhappy or restless. Dependence on entertainment which requires nothing from us except appreciation and acceptance makes us less and less able to entertain ourselves.

Don't want people to do things for you, but be sure that you do, and want to do, things for other people, without wanting to be paid back.

This sounds hard, but spontaneity in desiring to do things for others, just for the happiness and pleasure you give, will in the long run be more than rewarding. If friends and acquaintances sense that you are not motivated by a desire to get, this comparatively rare quality is likely to draw people to you.

Gossiping and talking meanly about other people is simply a revelation of dissatisfaction with oneself.

Most of us have enough discernment and critical ability to make us aware of the weaknesses and good qualities of friends and acquaintances, but generally we are wise if we don't make a practice of gossiping about their weaknesses.

Life can never be entirely perfect for anyone. The mature person knows that acceptance of some things that can't be changed is necessary.

If we can make constructive changes in our attitudes and our environments it is healthy to try to do so, but all the psychiatric treatment in the world can never free us from having to accept some things which are not to our liking.

Physical symptoms often accompany and often are signs of emotional disturbance. Not knowing this frequently results in undue alarm in regard to physical health.

When we see somebody crying we don't usually conclude that he has been peeling onions. Just as the emotion of grief or sorrow can produce tears, so can various emotions be accompanied by physical reactions in almost any part of the body. Usually these reactions are natural and not serious and we feel less fearful if we recognize them for what they are.

Fatigue, due to not getting enough rest and sleep, is often an important factor in how we feel and how we look at life. Get the amount of rest and sleep which you need.

We all know how cranky and difficult children often are at the end of the day. There is no mystery to it. We know they are tired. Adults are not so very much different. Since nobody sends us to bed, we ourselves may act childish in not realizing that there is a limit to our well-being if we don't get sufficient rest.

Most of us feel somewhat depressed at times. Don't put too much confidence in your thoughts when in this mood.

It is typical of the depressive mood to color our thinking so that we may believe everything is worse than it actually is. Try to keep your fingers crossed when feeling depressed. If life were really so bad as it seems at those times, human beings would have stopped trying long ago.

It is not a sign of weakness to admit to yourself and someone else that you sometimes have problems or are worried.

Of course, some people talk too much about their troubles, but there is also the "strong man" type, who thinks he should never admit to anyone that he feels uncertain or worried. This is nothing but egotism. Sharing and discussing our problems with a good friend, without overdoing it, can be as refreshing and encouraging as a beautiful day. None of us is completely self-sufficient. We need each other and there can be wonderful benefit to others and ourselves in sharing our problems and our happinesses.

There is something unhealthy about feeling guilty. Don't go on carrying the burden of such a feeling without trying to get rid of it.

Sometimes this requires professional psychiatric help. Sometimes we feel guilty because of having wrong ideals or superstitions. Sometimes it is connected with the error of associating sin with sex. Healthy attitudes in regard to sex have no relation to sin. Sometimes we feel guilty because we haven't done as we think we should have. Nothing is more stupid than to berate ourselves for not having been kinder to someone while he or she was alive. Do what you should do in the present, but don't brood over past mistakes.

By thinking of it and by trying, we can keep our troubles and problems in proper perspective, and not let them be annoyingly present in everything we do.

If we are suffering with a deep sorrow or frustration, this may well be impossible to do. It takes time before the deepest hurts cease to color every waking moment. However, with lesser problems, we should handle them as a lawyer or a doctor deals with clients and patients. They concentrate on each problem for a certain period and then go on to the next. If the plaster is falling from the ceiling of one room in the house, we call the plasterer and go on with our other duties and activities. It would be silly to continue to think about that room when we have done all we can about it.

Diversion or change from the usual round of work can be most beneficial.

If work is necessary for livelihood and not in itself particularly satisfying, diversion, change, play, are most important. Even people whose work is fascinating to them are benefitted by some time spent in pursuits entirely removed from their chief interests. A mother with unending household and parental duties, certainly should have relief in something that gives her pleasure.

Consideration for the other person, even including what you look upon as frailties, more often than not works like a charm.

This doesn't mean that we should let a selfish person walk all over us, taking more and more advantage of our patience, but if we keep in mind what is objectively fair and right we can be strong without hitting back just because we ourselves have been hit. "A soft answer turneth away wrath" doesn't imply that we should meekly give in to what we know is wrong. Most people who do wrong quickly sense and regret it if they are met with kindness. It is the bully who needs slapping down.

Don't read and feel comfortable in enjoying beautiful precepts as set forth in the Bible or any other exhortation to right action, without doing something about it personally.

This doesn't mean organizing some club or committee. It means examining oneself and, after the examination, acting and doing as though the welfare of the world depended, as it certainly does, on one's own right behavior. It's all too easy to applaud idealistic pronouncements. What is needed and necessary, if there is any such thing as progress, is that everyone feels almost as concerned about others' welfare as about one's own. That would be a start, at least.

Mental and emotional troubles may be just as disabling as physical sickness. Although psychiatry doesn't perform miracles, it is almost time that we stop being sensitive about seeing a psychiatrist.

Our minds and emotions are just as much parts of us as our physical bodies. More and more people are understanding that seeing a psychiatrist doesn't mean insanity. It might well be that if people were less hesitant about discussing emotional problems with the psychiatrist, this in itself could act as a safeguard against more serious disturbance.

Management Book Shelf

Making Home-Town Plans Work. Veterans Report No. 3, New York: The Crowell-Collier Publishing Company.

This booklet of 67 pages includes information, based upon analysis of actual practices, concerning factors which are important in organization, structure, financing, and operational procedures of community programs for veterans. The material is detailed and clearly presented in outline form. Communities planning veteran programs will find the charts with organization suggestions for small, medium and large communities and a check sheet of community sources particularly useful. Copies of the report can be obtained without charge from the publisher at 250 Park Avenue, New York 17. The supply is said to be limited. E. M. S.

Trends in Collective Bargaining

Trust Fund Tied to Production

It is becoming more and more noticeable that labor unions, either through economic strength or collective-bargaining strategy, are attempting to incorporate a trust-fund clause for employees into their contracts. Such a clause was negotiated into the Kaiser-Frazer Corporation agreement with the UAW-CIO. Although there are other instances where unions have obtained trust-fund clauses, this one, referred to as a "security trust fund," has the unique feature of being based on output. It reads:

"The company will establish a trust fund and will pay into such fund an amount equal to \$5.00 per car shipped. The company will also pay into such fund, for each unit of farm equipment shipped, such as tractors and rototillers, an amount per unit which is in direct ratio to the average factory selling price of such implements as \$5.00 bears to the average factory selling price of each car shipped during the term of this plan."

This fund is to be administered by a board of three trustees, a union representative, a company representative, and a neutral party selected jointly by the other two. The trustees will distribute the money to eligible employees on December 20, 1946, in accordance with the agreement.

In order to qualify in this fund, an employee must:

- "(a) Be on the active payroll on December 20, 1946.
- "(b) Have worked a minimum of ninety days prior to the termination date of this plan.
- "(c) Have worked a minimum of ninety per cent of the hours he was scheduled to work during his tenure of employment with the company prior to the termination date of this plan and
- "(d) Not have been guilty of agitating, encouraging or participating in any slow-down, work stoppage or strike in violation of . . . this agreement."

Persons who would otherwise have qualified but are not on the active payroll on December 20, due to being laid off through no fault of their own, will be considered as eligible. The amount of money each individual receives shall be determined as follows: "At the termination date of this plan, the amount of money in the trust fund shall be divided by the total man hours worked by all qualifying employees. Each employee shall be paid a sum equal to this hourly figure multiplied by the actual number of hours he had worked between January 9, 1946, and the termination date. The termination date of this plan shall be December 1, 1946."

If an employee becomes disqualified because of not meeting the terms of paragraph (d) above, he will lose all benefits accrued to the date of such incident. However, he may reestablish himself as an eligible employee when he regains good standing and meets the qualifications listed above.

No-strike, No-lockout Clause

A no-strike, no-lockout clause which has created some interest among collective-bargaining observers was negotiated during February, 1941, between the Affiliated Dress Manufacturers, Inc. and the Joint Board of Dress and Waist Makers Union of Greater New York, an affiliate of the International Ladies' Garment Workers' Union, AFL.

This union, which is known for its emphasis on area-wide collective-bargaining agreements, has had similar clauses incorporated into many of its contracts. The garment industry also has permanent arbitration machinery through what is known as the "impartial chairman," usually an individual who has gained prominence in public life.

The no-strike, no-lockout clause which is still in effect, states that during the term of the agreement, there shall be no lockouts, strikes, or stoppages for any reason, except in cases where garments are not settled in the manner provided for, or wages not paid on their due date. Should employees of any shop or factory cause a stoppage of work or strike, for reasons other than those mentioned, the union obligates itself to return the workers to their shops within twenty-four hours after it has been notified. Until the expiration of that time it shall not be considered that the striking workers have abandoned their employment. In the event of a substantial violation of this clause on the part of the union, the Affiliated Dress Manufacturers, Inc. has the option to terminate the agreement. The existence or nonexistence of a substantial violation shall be determined by the impartial chairman.

Should any member of the Affiliated Dress Manufacturers cause a lockout in his shop or factory, notice shall be given by the union to the affiliated, which also obligates itself, within twenty-four hours after notification, to terminate the lockout and to cause its members to reemploy the workers. But until the expiration of that period it shall not be deemed that the employer has forfeited his rights under this agreement. In the event of a substantial violation on the part of the affiliated, the union has the option to ter-

minate this agreement and the existence or nonexistence of a substantial violation shall be determined by the impartial chairman on all the facts and circumstances.

The contract also states that "the union shall give three days' notice to the affiliated before calling a strike or stoppage in the shops of contractors to whom a member of the affiliated sends work, except where garments are not settled in the manner provided for in this agreement or where wages are not paid on the regular pay day specified in this agreement." In case a strike or stoppage shall occur without such notice the union agrees to restore the workers within twenty-four hours after demand of the Association.

Metal Trades Unionization in Canada

Collective-bargaining agreements in the manufacture of nonferrous metal products in December, 1945, covered 48,440 workers in 119 establishments, according to a report by the Canadian Department of Labor. Canadian Bureau of Statistics figures for 1944 show that there were 614 plants employing an average of 104,056 persons. Seventy-six per cent of the employees organized in December, 1945, are represented by national or international unions.

At the end of December, 1945, 106 establishments and 13,212 workers were covered by collective-bar-

gaining agreements in nonmetallic mineral products manufacture. In 1944 there were 747 establishments employing an average of 31,234 persons. In the chemical and allied products industry there were 54 establishments and 9,268 employees covered by agreements in December, 1945. All these figures pertain only to agreements on file in the Dominion Bureau of Statistics.

Wage Increase Based on Production

A general wage increase of 12 cents an hour was granted on January 28, 1946, to all employees covered by an agreement between the Eclipse-Pioneer Division of Bendix Aviation Corporation, Teterboro, New Jersey, and the Aircraft Workers Union of New Jersey, Inc. (Independent). This increase was predicated, however, upon the fact that "the union guarantees to the division an increase in production of not less than 15%."

Six months from the date of the signing of this agreement, the productive output of employees in the bargaining unit is to be reviewed by both parties for the proper administration of determining productive output. The collective-bargaining unit has agreed that a review of occupational classifications of employees shall be made in order to establish proper wage rates.

Any dispute arising under any provision in the contract with respect to rates of pay, wages, hours

NUMBER OF ESTABLISHMENTS AND WORKERS UNDER AGREEMENTS IN SPECIFIED INDUSTRIES IN CANADA, 1945

Source: Canadian Department of Labor

Industry	Under Agreement		No Requirements as to Union Membership		Maintenance of Membership ¹		Union Shop		Closed Shop		Checkoff	
	Estab- lishments	Workers	Estab- lishments	Workers	Estab- lishments	Workers	Estab- lishments	Workers	Estab- lishments	Workers	Estab- lishments	Workers
Nonferrous metal smelting, refining. . . .	13	8,922	13	8,922	...	...	...	...	...	...	8	4,915
Brass and copper products.	24	5,123	18	4,431	3	584	1	36	2	72	4	1,583
Electrical products and repair.	35	19,010	32	18,346	1	425	2	239	...	...	10	2,838
Jewelry, watchmaking and repair.	26	507	19	358	1	97	...	...	6	52	1	97
Other nonferrous metal products.	21	14,878	15	13,921	3	736	3	221	...	...	4	1,147
Total nonferrous metal products ²	119	48,440	97	45,978	8	1,842	6	496	8	124	27	10,580
Asbestos products.	2	531	1	417	...	...	1	114	...	...	1	417
Brick and tile.	16	860	7	365	1	94	8	401	...	...	8	395
Glass products.	17	2,016	8	1,337	8	129	1	550	...	...	1	127
Lime, plaster, cement.	9	1,122	8	1,052	...	...	1	70	...	...	1	111
Monumental and building stone.	8	37	...	...	...	...	...	...	8	37	...	...
Petroleum products.	44	6,492	43	6,424	...	...	1	68	...	...	1	68
Pottery and china.	2	377	1	262	...	...	1	115	...	...	1	262
Other nonmetallic mineral products.	8	1,777	4	876	2	460	2	441	...	...	4	1,118
Total nonmetallic mineral products ³	106	13,212	72	10,733	11	683	15	1,759	8	37	17	2,498
Drugs and medicines.	2	193	...	...	2	193	...	...	...	...	2	193
Explosives and ammunition.	5	1,172	5	1,172	...	...	...	...	...	...	1	111
Paints and varnishes.	23	1,923	23	1,923	...	...	...	...	...	...	...	...
Soaps and toilet preparations.	2	959	1	403	...	...	1	556	...	...	1	556
Other chemical products.	22	5,021	13	4,117	1	294	8	610	...	...	8	861
Total chemical products ⁴	54	9,268	42	7,615	3	487	9	1,166	...	...	12	1,721

¹Without any obligation on employees to join the union.

²The total number of establishments in this industry was 614, and the average number of employees 104,056 in 1944.

³The total number of establishments in this industry was 747, and the average number of employees 31,234 in 1944.

⁴The total number of establishments in this industry was 955, and the average number of employees 81,895 in 1944.

and other conditions of employment, may also be taken up through the grievance procedure in this agreement. The final step in the grievance procedure is arbitration. Reports from the company indicate that production has increased beyond the 15% called for in the contract.

Union Checkoff Clause at General Motors

The agreement of March 16, 1946, which settled the strike between the General Motors Corporation and the UAW-CIO, continues the old contract which was dated April 16, 1945, with several changes. The old contract was canceled by General Motors on December 10, 1945, but the amended version is now in effect, highlighted by a rather elaborate section covering union dues deductions. This union dues checkoff clause replaces the maintenance-of-membership clause in the old agreement. The maintenance-of-membership clause was ordered by the National War Labor Board on March 3, 1945, and contained a fifteen-day escape period. The newly negotiated clause reads:

"During the life of this agreement, the corporation, for the convenience of the union and its members, agrees to deduct from the pay of those employees who are or become members of the union, all monthly dues and general assessments levied by the international or local union in accordance with the constitution and by-laws of the union and the provisions herein.

"As soon as possible after the execution of this agreement, the designated financial officer of each local union shall furnish the local management with a notarized list of employees who are members of the union and whose dues are to be deducted beginning with the month of March, 1946. This list and subsequent lists shall be accurately prepared showing employee's name, including full first name and middle initial and Social Security number, wherever possible. On the fifth of each succeeding month the union shall furnish a notarized accurate list of additional members who are to have their dues deducted starting that month. Collection of the initiation fee and the first month's dues will be the responsibility of the union.

"Local plant managements will notify each employee of his inclusion on such lists. Unless within five days after the receipt of such notice the employee notifies the local plant management and the local union in writing of his claim that he is not a union member and states the basis of his claim, union dues and general assessments shall be deducted as provided above. The facts of such claim shall be reviewed by representatives of the local union and local plant management. If not disposed of by such review, any such claim will be determined by the umpire, whose decision shall be final and binding.

"Employees on military leave of absence shall not be required to notify the local plant management or the local union as required under this section until reemployed. Such notice shall be given within five days after he is reemployed in the plant.

"The notification to the employee that his name has been included on the list presented by the local union shall be in the following form:

"Local —, UAW-CIO, has reported to us that you are a member of the union. Enclosed is a copy of the section of the General Motors—UAW-CIO agreement covering the deductions of union dues and general assessments from pay. Unless you advise the company and the local union in writing within five days after the receipt of this letter that you are not a member of the union, your dues and general assessments will be deducted in accordance with the attached."

"Deductions shall be made from the wages for the first pay period beginning in the month in which the member has sufficient earnings to cover the union dues after deductions for taxes. In the event any such dues deductions is contrary to the by-laws of the union, the local union will handle any refund direct with the employee. Members rehired after layoff will have dues deducted for the month in which they are rehired. If such dues deduction cannot be physically handled in the month of rehire, two deductions will be made in the succeeding month. In cases where deductions are made from those who already paid union dues or where such deduction is not in conformity with the provisions of the international constitution, or local union by-laws, refunds will be made to all such members by the local union.

"Deductions shall be remitted to the designated financial officer of the local union not later than the tenth day of the following month. The local management shall furnish the designated financial officers of the local unions, monthly, with a record of those for whom deductions have been made and the amounts of such deductions.

"The local union will furnish the local management notice of a general assessment at least fourteen days prior to the date on which the deduction is to be made. The original notarized list of members, plus the lists of monthly additions, less any deletions, will serve as a basis of making the deduction for general assessments. Any deductions for general assessments which cannot be collected in full on the designated pay day will be carried over and deducted from the next pay period in which the member has sufficient earnings, provided such a pay period occurs within the term of this agreement.

"Any member of the union whose seniority is broken by death, quit, discharge, layoff, or transferred to a classification not in the bargaining unit, will have his name removed from the checkoff list and the local union will be notified by management of the names so removed at the end of each month.

"Notwithstanding any of the foregoing provisions of this section, the period commencing May 31, 1946, and ending June 9, 1946, shall be a review period during which any employee may request that his name be removed from the list for future deductions from his wages by giving notice to the local union and the local plant management for its information. Such notice shall be given by the employee in writing, and sent registered mail, return receipt requested. After receipt of such notice, no further deductions shall be made. Any dispute as to whether an employee has requested that his name be removed from the list shall be referred to the umpire, whose decision shall be final and binding.

"It is understood that in effecting the transition to the checkoff, some employees will be found to be in arrears in dues payments. In order to correct such arrearages, it is further agreed that the corporation will checkoff those dues and general assessments accruing under the constitution and by-laws of the union between July 1, 1945, and December 10, 1945, which the union claims were due under the maintenance-of-membership provisions of previous agreements. The corporation, however, will not be obligated to check off such dues and general assessments for any employee who has not returned to work by September 1, 1946, and for whom a claim for arrearages has not been made by August 1, 1946.

"Such arrearages will be deducted by the corporation from the wages of any employee, provided that the union gives written notice, certified by the financial officer of the local union, to the local plant management and the employee prior to August 1, 1946, setting forth a request for the deduction from wages of the delinquent dues and general assessments, and the amount to be deducted and the months covered. Such notice shall further state that unless the employee disputes the correctness of such notice by letters addressed to the company and the local union, and delivered personally or mailed within seven days after the employee receives the union's notice, deductions from the employee's wages for such delinquent dues and general assessments shall be made as requested. Any dispute regarding the employee's liability for delinquent dues and general assessments shall be referred to the umpire, whose decision shall be final and binding.

"Such notices of arrearages shall be issued by the union individually for each member and the term of seven days in which the member may file protest shall be deemed to run from the date of receipt of the notification by the company. If the member protests the delinquency within the seven-day period, no deduction will be made pending the decision by the umpire. When no protest is made, deduction for all arrearages will be made from the next pay in which the employee has sufficient earnings to cover, after deductions for taxes. In the event the first pay, after the notice, is not sufficient to cover the entire amount of arrearage, the uncollected portion will be carried over and deducted from the wages for the next pay period.

"In consideration of the company deducting dues, general assessments and arrearages under the foregoing provisions, the union waives all interest in any case arising out of the maintenance-of-membership provisions of any previous agreement entered into by the parties."

Other changes in the contract cover transferred employees who are the sole responsibility of management, subject to certain provisions in the contract. There is also a memorandum covering employees on seven-day operations—overtime and lost time and changes from incentive to hourly rate of pay are matters for local determination—and a reference to vacation pay plans. "If either party desires to modify or change this agreement, with the exception of wages or other economic issues, notice must be given sixty days prior to March, 1948. If neither party gives written notice to terminate or change or modify this agreement, the agreement shall continue in effect after

March, 1948, subject to termination or modification thereafter by either party upon sixty days' written notice . . ."

Seniority for Supervisors

Often a highly controversial issue at a collective-bargaining conference is the question of securing accumulative seniority for workers promoted to supervisory positions should they return to their production line jobs.

An agreement, between the Wyandotte Chemical Corporation and the United Mine Workers of America, District 50, (AFL), giving supervisors accumulated seniority, states:

"Employees shall accumulate company seniority while occupying supervisory positions, or other positions not covered by this agreement, except plant police, but not departmental seniority. This shall apply retroactively to present supervision or other employees, except plant police, not covered by this agreement. Upon demotion to a job covered by this agreement, whether in periods of reduced employment or otherwise, the employee, except for plant policemen, shall be returned to the classification from which he was promoted or transferred with departmental seniority equal to that which he had when promoted or transferred and with full accumulated company seniority. Plant police employees shall not be transferred to jobs covered by this agreement, nor shall employees covered by this agreement be transferred to the plant police force. Employees temporarily filling supervisory positions or other jobs not covered by this agreement because of illness or vacations for a period not to exceed six weeks unless otherwise extended by mutual agreement of the union and the management shall do so without loss of their departmental seniority."

CIO's Public Workers Merge

The United Federal Workers of America and the State, County, and Municipal Workers of America assembled in convention at Atlantic City, New Jersey, during April, 1946, and voted to merge into one national organization.

Unanimous approval was given by SCMWA delegates and UFWA delegates supported the move by a vote of 217 to 13.

President Truman sent a message to the convention which said in part that "the government as an employer should not be permitted to lag behind the procession in so far as payment of adequate salaries is concerned," and that "the government must also provide working conditions second to none."

The merger brings together an announced 24,700 members of SCMWA, headed by Abram Flaxer, and 48,440 members of the UFWA. Mr. Flaxer was elected to the presidency of the new group, and Eleanor Nelson of Baltimore, head of UFWA, was the

unanimous choice for secretary-treasurer. "Every type of public employee is eligible for membership" in the new organization, called the United Public Workers of America, which claims to be the largest of its kind in the country.

NLRB Clarifies Certification Period

The National Labor Relations Board has granted a one year period after certification for the designated union to reach an agreement with the employer before it is subject to attack by another labor union. Once a contract is signed, the bargaining agent ordinarily is then immune to replacement for the period of the contract.

The board has held that a contract negotiated seven months after NLRB certification prevented a reopening of representation, even though a rival union had served notice of its claim to represent the workers before the fifteen-month contract was executed. There was an added two-month delay after negotiations before the contract was signed. This case involved the Omaha Packing Company of Chicago, Illinois, and the United Packinghouse Workers of America (CIO).

The NLRB ruling in a case involving the Electric Sprayit Company and the Moe Bridges Corporation will result in the CIO's United Electrical Workers and the AFL International Brotherhood of Electrical Workers competing for bargaining rights, which were won by the UE-CIO in June, 1945, following eight years in which the AFL had sole bargaining rights. The reasons given by Chairman Herzog and Board Member Reilly in making this recommendation are that the end of the war brought a 70% cut in personnel and a material change in operations and processes under which the company was unable to use 99% of its wartime machinery.

Reports seem to indicate that although there are instances where the AFL lost its bargaining rights to the CIO or *vice versa* through an NLRB election, the matter does not necessarily end there. One or the other of the two federations, or in some instances an independent union, may attempt to regain bargaining rights.

The NLRB recently ruled that labor unions which claim to represent workers for whom other unions are bargaining must file their election petitions within ten days of the petition for certification or be barred from the picture if a collective-bargaining agreement is negotiated during the interval.

Independents Seek Representation

A delegation representing independent labor unions, most of whom are affiliated with the Confederated Unions of America, recently met with Secretary of Labor Schwollenbach, and Director Warren of the

United States Conciliation Service for the purpose of claiming recognition by federal labor agencies. The independents argued that Washington labor agencies give their attention to AFL and CIO unions, ignoring the millions organized into independent unions and demanded representation on a par with AFL and CIO unions, and a fact-finding board for disputes involving independent unions.

Secretary Schwollenbach suggested that they submit a list of names for consideration as appointees to some of the positions to be filled in the United States Department of Labor, and indicated that he was having a check made to determine as accurately as possible the scope of independent union organization throughout the United States. The extent of the membership of these independent unions seems to be highly controversial.

This is one of many occasions when representatives of the Confederated Unions of America and other independents have appealed to Washington labor agencies for proportional representation, along with AFL and CIO unions.

ABRAHAM A. DESSER
Management Research Division

Negotiate Pension Plan

An agreement negotiated between the National Electrical Contractors' Association and the International Brotherhood of Electrical Workers (AFL) provides pensions of \$40 a month for covered employees in the electrical contracting industry upon retirement at the age of sixty-five. The pension is in addition to the old-age benefits provided under the Social Security Act.

Under the plan, the wage rates of workers covered by agreements in this industry are increased 1%, and this amount in turn is deducted from the employees' paychecks. The fund thus established is to be administered by a board with equal representation by the union and the association and with a chairman chosen by the Secretary of Labor.

Since 1928, the union has had a pension plan in effect, but it was "embarked upon with more faith than actuarial accuracy," and the assessments for this purpose were "at a ridiculously low rate." Details as to how the union's program will be integrated with the industry program will be announced later.

On May 7, the National Wage Stabilization Board ruled that the 1% payroll levy did not constitute wages, and therefore the plan did not require approval of the board. The Wage Adjustment Board for the building industry has already approved it. F. B. B.

Wage and Salary Stabilization

RESTRICTIONS on wage increases are somewhat relaxed under the government's new wage-price policy. If wage increases are to be used as a basis for seeking higher price or rent ceilings or increased costs under government contracts, government approval of a wage increase is necessary. Otherwise wage increases may be granted without the approval of any government agency, with a few exceptions. They are:

1. All wage increases in the building and construction industry (to workers employed on the site) must have prior approval of the Wage Adjustment Board.

2. New wage rates for new plants or new departments in existing plants must have prior approval of the Wage Stabilization Board.

3. Wage increases to agricultural labor must conform to ceilings set by the Department of Agriculture.

4. Certain inequity adjustments in the basic steel industry still require approval.

Advance approvals, such as given to increases made by employers of eight or fewer workers and similar automatic approvals, do not apply to the exceptions listed above.

AUTOMATICALLY APPROVED INCREASES

Executive Order 9697 and the new wage-price regulations of the Economic Stabilization Director give advance approval to certain classes of wage increases. Where such advance approval has been given, no further application to the Wage Stabilization Board is required and the increases will be recognized as legitimate items of cost in any request by the employer for higher price or rent ceilings or as a basis for reimbursement under government contracts.

Advance approval has been given to the following classes of wage increases:

1. Any increase lawfully made prior to February 14, 1946;

2. Any increase made at any time in accordance with a governmental recommendation announced before February 14, 1946;

3. Increases made by employers of eight or fewer persons, unless the wages of these employees have been governed by a master contract or similar contracts on an industry or area-wide basis;

4. Increases providing for a maximum of six paid holidays a year;

5. Increases providing for a night shift differential not exceeding five cents an hour for the second shift and ten cents an hour for the third shift;

6. Increases providing for paid vacations of no more

than one week after one year's service and two weeks after five years;

7. Increases to bring hourly rates up to 65 cents an hour to correct substandard wages;

8. Increases made at any time based on certain changes in an incentive plan provided that the changes maintain the established relationship between earnings and effort;

9. The institution of an incentive plan for a new production item in line with an established incentive schedule in operation in the same part of the plant before February 14, 1946, or approved later;

10. Increases made at any time in accordance with a plan in effect before February 14 or approved later for merit, progression, bonus or length of service increases;

11. Increases made at any time to eliminate or correct intra-plant inequities under a job evaluation plan established before February 14 or approved later;

12. Increases given blanket approval by "pattern orders" or other general orders which have been or will be issued by the Wage Stabilization Board.

All increases, other than those listed above, which the employer plans to use as a basis for increased price or rent ceilings or increased costs to the government, must have the specific advance approval of the Wage Stabilization Board before they are placed in effect.

In cases where an employer has no present intention of using a wage increase as a basis for seeking price relief, he may put the increase into effect without prior approval and still protect his right to seek WSB approval at a later date merely by filing a notice with the Wage Stabilization Board within thirty days after the increase is first reflected in current payrolls. This notice should describe the increase and state that the employer has no present intentions of using it for price purposes. All wage decreases require the advance approval of the Wage Stabilization Board.

BONUS PLANS

Applications for the discontinuance of two bonus plans and for a change in a vacation schedule have been denied by the Second Regional Wage Stabilization Board on the ground that such action would constitute unapprovable wage decreases.

Under stabilization regulations, Sidney Sugerman, chairman of the regional board, explained, a wage or salary decrease cannot be put into effect without the prior approval of the Wage Stabilization Board. He said the regulations provide that such reductions cannot be approved unless to correct gross inequities.

With industry dissenting, the board disapproved an application of the Pitometer Log Corporation to

discontinue a quarterly bonus paid to 46 supervisory, factory and office employees. The company has been paying a bonus since 1935. From 1935 to 1941 it was paid annually and from 1942 to 1945 on a quarterly basis. The amount varies according to earnings, length of service and the quantity and quality of work.

An application filed by James Stewart and Company, engineering and contracting firm of New York City, to discontinue paying a bonus of 10% of their annual earnings to seventy office employees was also disapproved.

Chairman Sugerman said the board found no evidence of gross inequities justifying elimination of the bonuses.

With industry dissenting, the board held that a proposal of the Reader's Digest Association, Inc., to change its vacation plan for 644 employees was not approvable because it would result in employees with less than two years' service receiving a shorter vacation by one week than under the present schedule. Under the proposal, employees with more than four years' service would receive four weeks' vacation instead of three as provided in the existing plan.

HANDLING GRIEVANCES

In answering a number of questions relating to the applicability of the Fair Labor Standards Act, the Wage Hour Division recently laid down the following special ruling:

"Time voluntarily spent in grievance conferences during regular working hours, pursuant to the established grievance machinery in the plant, is compensable working time under the act, regardless of whether the conference is held with a company or union representative."

Below is the question that prompted the ruling:

Question: It is our view that time spent by an employee in discussing his grievance with his foreman and with his departmental steward should be considered as time worked for purpose of the Fair Labor Standards Act. It is also our contention that time spent by employee members of a grievance committee should be considered time worked, whether such meetings and discussions take place during or after regular working hours. Do you agree?

Answer: It is the position of the Division that time voluntarily spent in grievance conferences during regular working hours pursuant to the established grievance machinery in the plant is considered to be hours worked under the act, irrespective of whether the conference is held with a company representative or with a union representative.

Accordingly, the time spent by individual employees and the grievance committee members in meeting with foremen and other employer representatives and in discussing grievances with union stewards, during the regular working hours of the employees in attendance, should be viewed as hours worked under the act when such conferences are held as part of the established grievance pro-

cedure in the plant. However, it appears that the regular grievance committee meetings are held after working hours and since I assume that employee participation therein is voluntary, time so spent need not be considered as hours worked under the act.

PIECE-RATE WORKERS

When asked to determine how much straight-time and overtime compensation employees would be entitled to under the Fair Labor Standards Act in a complex situation involving make-ready time, workers employed on a combination hourly rate-piece rate basis, and a flat hourly payment in lieu of vacation, the Wage and Hour Division recently laid down the following rulings:

1. Make-ready time constitutes hours of work for which compensation must be paid under the act;

2. If it appears that the employer does not consider make-ready time as constituting hours worked, he should exclude it when dividing the total weekly piecework and hourly-rate earnings by the number of hours worked for the purpose of determining the regular rate of pay for overtime purposes;

3. An additional three cents per hour paid to employees in lieu of vacation must be included in the regular rate of pay for overtime purposes.

In discussing the effect of the payment in lieu of vacation on the overtime rate, the division stated that a sum paid to an employee for foregoing his vacation, which is in addition to his normal compensation is not compensation for hours worked and does not affect the employee's regular rate of pay under the law. Two conditions must prevail, however, for this rule to apply: (1) There must be a *bona fide* agreement that the employee will receive a vacation with pay; and (2) the sum paid as vacation pay is the approximate equivalent of the employee's normal earnings for a similar period of time.

The three cents per hour paid the employee in lieu of his vacation, the division concluded, is in no way related to the amount he would have received if he had taken his vacation with pay. Consequently, the three cents is actually an increase in his hourly rate and his overtime rate must exclude this amount.

RUSSELL A. HEDDEN

Management Research Division

Management Reading

"How to Conduct Employee Opinion Surveys," by Tom N. Boggs and Louis L. Maness, *Factory Management and Maintenance*, March, 1946. This article describes at some length the attitude survey program of the LeTourneau Company of Georgia and offers suggestions for conducting successful opinion surveys. S. A. R.

Chronology of Labor Relations

April

- 1 *Soft Coal Miners Walk Out*—Four hundred thousand members of the United Mine Workers (AFL) strike as operators and John L. Lewis fail to agree on issues involving health and welfare fund, unionization of foremen and federal safety regulations. Coal strike, surpassed in size only by strike of 800,000 steelworkers in February, gives serious threat to industry and recovery plans.
- 4 *British Industry Reaches Wage Agreement*—Employers and unions in Britain's engineering industry settle wage-hour dispute with 6-shilling weekly wage rise (about \$1.20) and guaranteed work week of 34 hours. Unions had asked 40-hour week and 20-shilling increase in basic rates. Industries include machine tool, light manufacturing, automotive parts and electrical equipment.
- 5 *Independent Unions Ask Single Representation*—Officials of independent unions ask Secretary Schwellenbach for consultative representation on Labor Department committee panels where AFL and CIO have spokesmen. Plans include formation of a third trade union federation.
- Yale & Towne Strike Ends*—Noel P. Fox, chairman of federal conciliation panel, announces settlement of five-month-old strike of Yale & Towne employees represented by International Association of Machinists. Two-year contract provides compulsory irrevocable checkoff, 12½% wage increase, vacations and three paid holidays.
- 6 *Utility Workers Form CIO Union*—Delegates representing 50,000 employees of light, heat, power, gas, steam and water plants situated primarily in the New York City area hold first constitutional convention of Utility Workers Union of America since affiliation with CIO in August, 1945.
- 7 *Japan To Curb Plant Seizures by Workers*—Japanese Government seeks to make illegal recent actions of "Communist-sponsored unions" in taking over control of industries when employers fail to meet union demands. Continued threat of worker control, following reported seizure of 28 industries, is stated to be chief cause of Japan's reconversion delays.
- 9 *State Control of Gas Plants Ends*—Governor Walter E. Edge of New Jersey orders nine gas works to be returned to Public Service Electric and Gas Company following union ratification of new contract giving 12.75% wage rise. State seizure four days ago was first test of new state law to control strikes in vital public utilities.
- 10 *Strike Call Notices Reach New High*—Labor Department states that unions have filed notices to call over 900 strikes in the next thirty days, principally against individual plants, if their wage demands go unsettled. Notices exceed previous high mark reached last fall.
- 13 *Negotiate Pay Rise for Union Benefit Fund*—National Electrical Contractors' Association and International Brotherhood of Electrical Workers (AFL) reach agreement on 1% increase in wage rate to be deducted from payroll and paid into national employees' benefit fund, which will be administered by management, union and public representatives. Plan awaits approval of Wage Stabilization Board.
- 16 *Westinghouse Salaried Workers Get Pay Rise*—Federation of Westinghouse Independent Salaried Unions sign contract calling for 11½¢ hourly increase. Strike of 75,000 United Electrical, Radio and Machine Workers of America (CIO), begun January 15, continues.
- President Signs Anti-Petrillo Bill*—President Truman approves measure establishing criminal penalties for compelling or attempting to coerce radio broadcasters to submit to "featherbed" employment practices.
- 19 *UAW Adopts Addes-Thomas Program*—International executive board of United Automobile Workers (CIO), by a three-to-one majority, adopts broad union policy as outlined by George F. Addes and R. J. Thomas, overriding Walter P. Reuther, recently elected UAW president. New program refutes much of Reuther's strategy in the GM strike and his stated plans for future.
- 22 *Unions Plan Vast Organizing Drives in South*—AFL and CIO campaigns are aimed at enrolling 1 million workers in each organization. Textile, oil, lumber and chemical industries will be principal targets.
- 24 *ILO Advocates Free Enterprise*—Entire United States delegation to third ILO Western Hemisphere conference in Mexico City gets support of employers' and some workers' delegations of all other American republics and Canada in opposing policy of government control of industry.
- 25 *Rail Strike Called for May 18*—Presidential fact-finding board's recommendation of 16¢ hourly wage increase is rejected by Brotherhood of Railroad Trainmen and Brotherhood of Locomotive Engineers who join in announcing date for walkout.
- 27 *Industry Recovering from February Strikes*—Civilian Production Administration announces that industrial production in March reached highest peak since V-J day. Employment of 55.7 million is reported for that month. Nondurable consumer goods lead production advance.
- 31 *Grocers Oppose Union Levy on Deliveries*—Retail Grocers Association of Detroit acts to save 6,000 members from attempts of International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (AFL) to require store owners to become union members through the medium of permits as a prerequisite for the delivery of food supplies to their stores. Merchants state that permits are taxes on the right to do business without paying tribute to a union. Mayor Edward J. Jeffries promises prosecution of anyone guilty of criminal coercion or extortion.

SIGNIFICANT LABOR STATISTICS

Source: THE CONFERENCE BOARD, Unless Otherwise Indicated

Item	Unit	1946			1945			Year Previous	Percentage Change	
		Mar.	Feb.	Jan.	Dec.	Nov.	Oct.		Latest Month over Previous Month	Latest Month over Year Previous
Clerical salary rates										
Billing machine operator.....	mode in dollars	....	....	....	....	....	28	....	....	....
Calculating machine or compt' ter operator.....	mode in dollars	....	....	....	....	....	30	....	....	....
Office boy or girl.....	mode in dollars	....	....	....	....	....	23	....	....	....
Stenographer.....	mode in dollars	....	....	....	....	....	30	....	....	....
Telephone switchboard operator.....	mode in dollars	....	....	....	....	....	30	....	....	....
Senior copy typist.....	mode in dollars	....	....	....	....	....	30	....	....	....
Cost of living										
Food.....	1923=100	113.8	....	....	114.9	113.9	112.8	110.8	-1.0	+2.7
Housing.....	1923=100	91.0	....	....	91.0	91.0	91.0	91.0	0	0
Clothing.....	1923=100	94.8	....	....	94.9	94.9	94.9	94.5	-0.1	+0.3
Men's.....	1923=100	104.2	....	....	104.1	104.0	103.9	103.8	+0.1	+0.4
Women's.....	1923=100	85.4	....	....	85.6	85.7	85.8	85.2	-0.2	+0.2
Fuel and light.....	1923=100	97.4	....	....	97.1	96.9	97.4	96.1	+0.3	+1.4
Electricity.....	1923=100	66.9	....	....	66.9	66.9	66.9	66.9	0	0
Gas.....	1923=100	94.5	....	....	94.5	94.5	94.5	94.5	0	0
Sundries.....	1923=100	115.9	....	....	115.7	115.5	115.4	115.2	+0.2	+0.6
All items.....	1923=100	106.7	....	....	107.1	106.7	106.3	105.4	-0.4	+1.2
Purchasing value of dollar.....	1923 dollars	.937	....	....	.934	.937	.941	.949	+0.3	-1.3
All items (BLS).....	1935-39=100	130.2	r 129.6	129.9	129.9	129.2	128.9	126.8	+0.5	+2.7
Employment and unemployment										
Unemployment.....	thousands	p 4,729	p 5,152	r 3,684	1,298	....	....	....	-8.2	....
Employment over normal economic labor force.....	thousands	....	....	....	....	1,331	3,407	r 5,599	....	....
Total employment.....	thousands	p 52,410	p 51,939	r 53,363	55,701	58,282	60,315	62,180	+0.9	-15.7
Agriculture, forestry, fishing.....	thousands	p 8,845	p 8,178	r 7,911	8,636	10,151	11,060	8,857	+8.2	+0.1
Total industry.....	thousands	p 17,700	p 17,221	r 17,833	17,635	17,646	17,570	20,708	+2.8	-14.5
Manufacturing.....	thousands	p 11,231	p 10,821	11,582	11,475	11,511	11,492	14,670	+3.8	-23.4
Trade, service, miscellaneous.....	thousands	p 25,864	p 26,540	r 27,619	29,430	30,435	31,685	32,615	-2.5	-20.7
Strikes (BLS)										
Beginning in period.....	number	p 385	p 260	325	r 134	r 358	r 474	382	+48.1	+0.8
Workers involved.....	thousands	p 130	p 130	1,400	r 50.4	r 420.2	r 550.5	196.9	0	-34.0
Total man days idle.....	thousands	p 14,000	p 21,500	19,200	r 7,718	r 6,935	r 8,611	775	-34.9	+1706.5
Turnover rates in manufactur'g (BLS)										
Separations.....	per 100 employees	....	p 6.3	6.8	5.9	7.1	8.6	6.0	-7.3	+5.0
Quits.....	per 100 employees	....	p 3.8	4.3	4.0	4.7	5.6	4.3	-11.6	-11.6
Miscellaneous.....	per 100 employees	....	p .2	.2	.2	.2	.2	.3	0	-33.3
Discharges.....	per 100 employees	....	p .5	.5	.4	.5	.5	.7	0	-28.6
Layoffs.....	per 100 employees	....	p 1.8	1.8	1.3	1.7	2.3	.7	0	+157.1
Accessions.....	per 100 employees	....	p 6.8	r 8.5	6.9	8.7	8.6	5.0	-20.0	+36.0
Wage Earners										
All manufacturing industries (BLS)										
Earnings, hourly.....	average in dollars	....	1.002	r 1.003	r .994	.990	.985	1.043	-0.2	-3.8
weekly.....	average in dollars	....	40.60	r 41.14	r 41.21	40.77	40.97	47.37	-1.3	-13.8
Hours per production worker.....	average per week	....	40.5	r 41.0	r 41.5	41.2	41.6	45.4	-1.1	-10.4
Twenty-five manufacturing industries										
Earnings, hourly.....	average in dollars	1.145	1.129	1.107	1.102	1.088	1.079	1.101	+1.4	+4.0
weekly.....	average in dollars	46.44	43.56	44.62	45.72	45.42	45.50	50.99	+6.6	-8.9
Hours per production worker.....	average per week	40.7	39.2	40.6	41.7	41.9	42.3	46.1	+3.8	-11.7
Employment.....	1923=100	108.8	104.5	106.5	105.7	106.2	104.1	136.2	+4.1	-20.1
Total man hours.....	1923=100	90.0	83.3	87.9	89.6	90.5	89.5	127.6	+8.0	-29.5
Payrolls.....	1923=100	189.9	171.1	178.6	181.6	181.3	178.0	261.0	+11.0	-27.2
Wage-rate increases.....	average per cent	14.4	10.9	11.1	11.5	9.5	7.0	3.8	....	....
Production workers affected.....	per cent	10.6	4.0	4.4	5.6	4.2	1.5	0.4	....	....
Manufacture and distribution of gas										
Earnings, hourly.....	average in dollars	....	....	1.084	....	....	....	1.041	....	+4.1
weekly.....	average in dollars	....	....	48.84	....	....	....	49.70	....	-1.7
Hours per wage earner.....	average per week	....	....	44.3	....	....	....	47.4	....	-6.5
Generation and distribution of electricity										
Earnings, hourly.....	average in dollars	....	....	1.200	....	....	....	1.145	....	+4.8
weekly.....	average in dollars	....	....	51.97	....	....	....	52.02	....	-0.1
Hours per wage earner.....	average per week	....	....	42.4	....	....	....	45.1	....	-6.0
Class I railroads ¹										
Earnings, hourly.....	average in dollars	....	....	.983	.994	.983	.970	.990	-1.1	-0.7
weekly.....	average in dollars	....	....	49.60	49.93	49.71	50.21	53.10	-0.7	-6.6
"Real" weekly earnings.....	1923=100	....	....	156.1	157.1	157.1	159.3	169.3	-0.6	-7.8
Hours per wage earner.....	average per week	....	....	50.4	50.2	50.6	51.8	53.7	+0.4	-6.1
Agricultural wage rates per month ² (BAE)										
With board.....	average in dollars	....	....	85.90	....	....	88.00	80.30	....	+7.0
Without board.....	average in dollars	....	....	80.20	....	....	84.00	74.60	....	+7.5
Without board.....	average in dollars	....	....	95.30	....	....	95.70	88.90	....	+7.2
New York City metro. area, eighteen manufacturing industries										
Earnings, hourly.....	average in dollars	1.165	1.150	1.138	1.135	1.118	1.108	1.121	+1.3	+3.9
weekly.....	average in dollars	47.65	48.30	47.57	48.01	46.84	47.31	51.79	-1.3	-8.0
Hours per production worker.....	average per week	40.9	42.0	41.8	42.3	41.9	42.7	46.2	-2.6	-11.5

¹Derived from Interstate Commerce Commission reports.

²As of first day of month.

The number of work stoppages so far reported to the Bureau for December is 100. The total number for December cannot be estimated until the record, particularly for

smaller disputes, can be compiled from local sources of information. Since the data for larger stoppages are in hand, the estimates for total workers involved and man-days idle for December are reasonably comparable with the figures for earlier months.

pPreliminary

rRevised

Payroll Statistics in Manufacturing

DURING the first quarter of 1946, hourly earnings of production and related workers in the twenty-five manufacturing industries surveyed by THE CONFERENCE BOARD rose each month until, in March, they reached the highest point recorded in this series. Actual and real weekly earnings, average hours, employment, man hours and payrolls all declined from January to February and then rose in March to levels higher than those of the first month of the year.

Since data for the iron and steel industry were not available for the last issue of *The Management Record*, the January averages for that industry and for the composites of the twenty-five and twenty-seven industries are presented in the accompanying table.

EARNINGS

Except for the four months from July through October, 1945, hourly earnings have followed a sharp upward trend since 1939. The March, 1946, average of \$1.145 was the peak for this series. It was 1.4% higher than in February and 4% more than in March of last year.

The most important cause of the rise in recent months has been wage-rate increases, such as those in the automobile and steel industries. However, another factor has contributed largely to the rise—the shift in employment distribution. Since March, 1945, the proportion of women workers has dropped from 26.9% to 19.8% in March of this year. At the same time, the proportion of skilled male workers has increased from 60.2% to 65.3%.

In January, 1941, the base date of the Little Steel formula, average hourly earnings were \$.759. Since then, they have risen 50.9%, and since August, 1939, the month before the outbreak of the war in Europe, the increase has been 59%.

The highest weekly earnings were reported in March, 1945. From that month through February of this year the trend was downward. March, 1946, brought a sharp rise, the average for that month of \$46.44 being 6.6% above the February level, although it was still 8.9% less than the peak of last March. Real weekly earnings, or the amount of goods and services that could be purchased with dollar earnings, were also at their peak in March, 1945. As the cost of living has shown little variation, real earnings have followed the same pattern as dollar earnings since reaching their peak. In March, 1946, the average production worker found his weekly return worth 10.1% less than during the same month of last year.

But he was able to buy 22.3% and 33.9% more than in January, 1941, and August, 1939, respectively.

HOURS

The length of the work week was increased 1.5 hours, or 3.8%, from February to March. The downward trend in average hours which started in the early part of 1945 and was accelerated by the ending of the war in August, was continued by the strikes of the last few months. The increase in working hours from February to March was owing almost entirely to the ending of the steel strike and the return to more normal hours in that industry. The only other substantial change in hours over the month was in the meat-packing industry where the decreases of 5.4 and 5.8 hours in the last two months brought their work week down from the more than fifty-hour week of January to 40.6 hours in March, more in line with the other industries.

Iron and Steel, 25 and 27 Industries, January, 1946

Series	Iron and Steel ¹	25 Industries	27 Industries
All production workers			
Average per production worker			
Hourly earnings.....	\$1.239	\$1.107	\$1.109
Weekly earnings.....	\$33.70	\$44.62	\$44.75
Hours per week.....	27.2	40.6	40.6
Nominal hours per week.....	40.9	42.2	42.1
Index numbers, 1923 = 100			
Average actual hourly earnings....	207.9	204.6	....
Average actual weekly earnings....	98.5	167.7	....
Average real weekly earnings.....	92.0	156.6	....
Employment.....	106.3	106.5	....
Total man hours worked.....	50.1	87.9	....
Payrolls.....	104.7	178.6	....
All male production workers			
Average per production worker			
Hourly earnings.....	\$1.248	\$1.177	\$1.178
Weekly earnings.....	\$34.07	\$47.90	\$47.97
Hours per week.....	27.3	40.9	41.0
Female production workers			
Average per production worker			
Hourly earnings.....	\$.957	\$.806	....
Weekly earnings.....	\$23.64	\$31.84	....
Hours per week.....	24.7	39.6	....
Unskilled male production workers			
Average per production worker			
Hourly earnings.....	\$.956	\$.949 ^a	\$.948 ^a
Weekly earnings.....	\$25.43	\$38.99 ^a	\$38.91 ^a
Hours per week.....	26.6	41.2 ^a	41.2 ^a
Skilled and semi-skilled prod. workers			
Average per production worker			
Hourly earnings.....	\$1.318	\$1.235 ^a	\$1.235 ^a
Weekly earnings.....	\$36.25	\$50.08 ^a	\$50.17 ^a
Hours per week.....	27.5	40.8 ^a	40.8 ^a

¹Totals for January and February combined supplied by the American Iron and Steel Institute, breakdown into monthly figures by THE CONFERENCE BOARD.

^aTwenty-four or twenty-six industries; see footnote 6 on page 171

The peak in employment was reached at the end of 1943. In spite of the continued demands of the war,

EARNINGS, HOURS, EMPLOYMENT, PAYROLLS, PRODUCTION WORKERS, 25 MANUFACTURING INDUSTRIES

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

Date	Average Hourly Earnings	Average Weekly Earnings	Average Actual Hours per Week per Production Worker	Average Nominal Hours per Week per Production Worker	Index Numbers, 1923 = 100							
					Hourly Earnings		Weekly Earnings		Actual Hours per Week per Production Worker	Employ- ment	Total Man Hours	Payrolls
					Actual	Real	Actual	Real				
1945 March.....	\$1.101	\$50.99	46.1	44.4	203.5	193.1	191.6	181.8	93.7	136.2	127.6	261.0
April.....	1.101	50.13	45.4	44.4	203.5	192.3	188.4	178.1	92.3	134.0	123.7	252.5
May.....	1.100	49.62	45.0	44.3	203.3	191.4	186.5	175.6	91.5	130.9	119.8	244.1
June.....	1.111	50.33	45.2	44.3	205.4	192.1	189.1	176.9	91.9	127.6	117.3	241.3
July.....	1.106	49.00	44.3	44.2	204.4	191.2	184.1	172.2	90.0	123.2	110.9	226.8
August.....	1.103	47.73	43.4	44.1	203.9	191.3	179.4	163.3	88.2	119.5	105.4	214.4
September.....	1.085	45.74	42.3	43.4	200.6	188.9	171.9	161.9	86.0	103.8	89.3	178.4
October.....	1.079	45.50	42.3	43.1	199.4	187.6	171.0	160.9	86.0	104.1	89.5	178.0
November.....	1.088	45.42	41.9	42.9	201.1	188.5	170.7	160.0	85.2	106.2	90.5	181.3
December.....	1.102	45.72	41.7	42.5	203.7	190.2	171.8	160.4	84.8	105.7	89.6	181.6
1946 January.....	1.107	44.62	40.6	42.2	204.6	191.0	167.7	156.6	82.5	106.5	87.9	178.6
February.....	1.129	43.56	39.2	41.7	208.7	195.6	163.7	153.4	79.7	104.5	83.3	171.1
March.....	1.145	46.44	40.7	41.6	211.6	198.3	174.5	163.5	82.7	108.8	90.0	189.9

EARNINGS AND HOURS, PRODUCTION WORKERS, MARCH, 1946

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	Average Earnings				Average Hours per Week per Production Worker			
	Hourly		Weekly		Actual		Nominal	
	Mar.	Feb.	Mar.	Feb.	Mar.	Feb.	Mar.	Feb.
Agricultural implement.....	\$1.202	\$1.153	\$49.71	\$47.93	41.3	41.6	42.9	43.1
Automobile ¹	1.295	1.292 _r	46.74	43.10 _r	36.1	33.4 _r	40.9	40.0
Boot and shoe.....	.897	.894	37.12	36.86	41.4	41.2	42.0	42.0
Chemical.....	1.188	1.165	46.15	45.64	38.8	39.2	40.7	40.7
Rayon producing ²	1.003	1.006 _r	38.25	38.44 _r	38.1	38.2 _r	40.2	40.2
Cotton—North.....	.911	.909 _r	38.97	38.95 _r	42.8	42.8 _r	41.7	41.7
Electrical manufacturing.....	1.182	1.148	47.79	46.94	40.4	40.9	40.2	40.9
Furniture ³	1.064	1.031	45.46	44.15	42.7	42.8	42.6	42.7
Hosiery and knit goods.....	.927	.930	37.00	36.82	39.9	39.6	41.5	41.5
Iron and steel ⁴	1.351	1.423 _b	51.16	29.46 _b	37.9	20.7 _b	40.6	41.0 _b
Leather tanning and finishing.....	1.031	1.023	45.43	44.44	44.1	43.5	44.9	44.6
Lumber and millwork.....	1.193	1.170	47.72	46.16	40.0	39.5	40.9	41.0
Meat packing.....	1.062	.925	43.14	42.96	40.6	46.4	40.2	40.9
Paint and varnish.....	1.100	1.084	46.04	45.53	41.9	42.0	42.1	42.1
Paper and pulp.....	1.005	.995	45.33	45.62	45.1	45.8	42.4	42.6
Paper products.....	.965	.939	40.95	39.77	42.4	42.3	43.8	44.2
Printing—book and job.....	1.210	1.184	52.96	51.99	43.8	43.9	43.0	43.7
Printing—news and magazine.....	1.332	1.293	56.02	53.08	42.1	41.0	40.6	40.8
Rubber.....	1.202	1.201	47.78	47.89	39.7	39.9	40.6	40.7
1. Rubber tires and tubes.....	1.309	1.305	50.66	50.65	38.7	38.8	39.7	39.8
2. Other rubber products.....	1.024	1.027	42.63	42.90	41.6	41.8	42.2	42.5
Silk and rayon.....	.936	.898	39.04	37.72	41.7	42.0	40.7	40.7
Wool.....	1.053	1.040	43.93	43.15	41.7	41.5	41.6	41.7
1. Woolen and worsted goods.....	1.063	1.055	44.59	44.08	42.0	41.8	42.3	42.3
2. Other woolen products ⁵	1.038	1.015	42.90	41.69	41.3	41.1	40.4	40.8
Foundries and machine shops.....	1.189	1.153 _r	49.46	48.40 _r	41.6	42.0	42.5	42.6 _r
1. Foundries.....	1.146	1.118	47.23	47.41	41.2	42.4	42.2	42.8
2. Machines and machine tools.....	1.197	1.166	51.74	50.55	43.2	43.4	43.7	43.8
3. Heavy equipment.....	1.228	1.202 _r	50.67	50.26 _r	41.2	41.8	42.1	42.2 _r
4. Hardware and small parts.....	1.144	1.096	48.14	47.45	42.1	43.3	42.5	42.5
5. Other products.....	1.191	1.150 _r	48.84	46.85 _r	41.0	40.7	42.2	42.2
25 INDUSTRIES.....	\$1.145	\$1.129	\$46.44	\$43.56	40.7	39.2	41.6	41.7
Cement.....	\$.939	\$.923	\$37.84	\$38.11	40.3	41.3	40.6	40.7
Petroleum refining.....	1.435	1.387	57.16	58.96	39.8	42.5	40.2	40.4
27 INDUSTRIES.....	\$1.148	\$1.131	\$46.52	\$43.73	40.7	39.3	41.6	41.7
Aircraft.....	\$1.277	\$1.281 _r	\$50.55	\$50.95 _r	39.6	39.8	43.2	43.1
Shipbuilding.....	1.310	1.305 _r	49.01	48.54 _r	37.4	37.2 _r	40.4	40.5 _r

See footnotes on page 171

the number of employed workers decreased during most of the months from December, 1943, through September, 1945. Some increases have occurred since then, but strikes have kept employment down. From February to March there was an increase of 4.1% which brought the index to 108.8 (1923=100), higher than at any time since last August. This was 20.1% less than a year ago, and 2.9% less than in January, 1941, but 27.3% more than in August, 1939. It was also 7.7% higher than the average employment for the year 1929.

Payrolls also reached their highest point during the last months of 1943, and like employment, on which they are dependent, their trend since then has been downward. The substantial increase of 11% from February to March raised payrolls higher than at any time since V-J day. However, they were 31.1% lower than their peak of November, 1943, and 27.2% below last March. Since hourly earnings have risen since January, 1941, while employment has decreased, payrolls were 47.4% greater in March than in the month used as the base for the Little Steel formula. They were more than twice as large as in August, 1939, and 75.2% more than in 1929.

The cement industry employed 9.9% more work-

Wage-rate Increases and Workers Affected

Source: THE CONFERENCE BOARD

Date	25 Manufacturing Industries	
	Production Workers Affected	Wage-rate Increase
1945		
March.....	0.4%	3.8%
April.....	0.3	7.0
May.....	1.3	5.0
June.....	1.1	9.9
July.....	0.4	5.3
August.....	0.4	4.5
September.....	1.5	5.3
October.....	1.5	7.0
November.....	4.2	9.5
December.....	5.6	11.5
1946		
January.....	4.4	11.1
February.....	4.0	10.9
March.....	10.6	14.4

ers in March than in February, but the proportion of skilled workers decreased over the month. Wage-rate increases raised the hourly earnings of both groups even though working hours were reduced. Hourly earnings of all workers were at a peak level in March, averaging \$.939, or 1.7% higher than the previous

EARNINGS, EMPLOYMENT, MAN HOURS, AND PAYROLLS, PRODUCTION WORKERS, MARCH, 1946

Index Numbers, 1923=100

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	Average Earnings						Employment	Total Man Hours Worked		Payrolls		
	Hourly, Actual		Weekly									
			Actual		Real							
Mar.	Feb.	Mar.	Feb.	Mar.	Feb.	Mar.	Feb.	Mar.	Feb.	Mar.	Feb.	
Agricultural implement.....	216.2	207.4	180.7	174.2	169.4	163.3	144.6	116.7	120.6	98.0	261.3	203.3
Automobile ¹	204.9	204.4 _r	155.1	143.0 _r	145.4	134.0 _r	81.3	72.7 _r	61.5	50.9 _r	126.1	104.0 _r
Boot and shoe.....	170.9	170.3	153.9	152.8	144.2	143.2	97.0	93.7 _r	87.5	84.1 _r	149.3	143.2 _r
Chemical.....	233.9	229.3	179.2	177.2	167.9	166.1	184.0	187.9	141.1	145.6	329.7	333.0
Cotton—North.....	204.7	204.3 _r	183.5	183.4 _r	172.0	171.9 _r	39.9	39.1 _r	35.7	35.0 _r	73.2	71.7 _r
Electrical manufacturing.....	208.1	202.1	176.4	173.3	165.3	162.4	174.2	148.5 _r	147.2	127.1 _r	307.3	257.4 _r
Furniture ²	205.8	199.4	182.3	177.0	170.9	165.9	109.1	108.0	96.7	95.9	198.9	191.2
Hosiery and knit goods.....	242.7	243.5	209.4	208.4	196.3	195.3	81.6	78.9	70.3	67.5	170.9	164.4
Iron and steel ⁴	226.7	238.8 _b	149.5	86.1 _b	140.1	80.7 _b	116.9	106.3 _b	76.8	38.2 _b	174.8	91.5 _b
Leather tanning and finishing.....	212.1	210.5	196.2	191.9	183.9	179.9	71.6	71.6	66.3	65.4	140.5	137.4
Lumber and millwork.....	252.2	247.4	203.8	197.1	191.0	184.7	49.4	48.6	39.9	38.8	100.7	95.8
Meat packing.....	224.5	195.6	183.3	182.5	171.8	171.0	108.4	110.0	88.6	102.7	198.7	200.8
Paint and varnish.....	195.4	192.5	175.4	173.4	164.4	162.5	161.9	158.3	145.2	142.3	284.0	274.5
Paper and pulp.....	199.4	197.4	173.8	174.9	162.9	163.9	136.8	134.7 _r	119.2	119.1 _r	237.8	235.6 _r
Paper products.....	211.6	205.9	188.0	182.6	176.2	171.1	180.5	178.4	160.8	158.6	339.3	325.8
Printing—book and job.....	185.3	181.3	176.8	173.6	165.7	162.7	137.9	137.7	131.6	131.6	243.8	239.0
Printing—news and magazine.....	192.2	186.6	179.4	170.0	168.1	159.3	130.1	128.3	121.8	116.9	233.4	218.1
Rubber.....	192.0	191.9	170.5	170.9	159.8	160.2	136.8	135.2	121.2	120.5	233.2	231.1
Silk and rayon.....	188.7	181.0	169.5	163.8	158.9	153.5	88.4	87.3	79.3	78.8	149.8	143.0
Wool.....	208.5	205.9	183.3	180.0	171.8	168.7	73.7	72.0	64.7	62.9	135.1	129.6
Foundries and machine shops.....	207.5	201.2 _r	174.3	170.6 _r	163.4	159.9 _r	127.5	124.4 _r	107.0	105.4 _r	222.2	212.2 _r
1. Foundries.....	194.2	189.5	159.5	160.1	149.5	150.0	145.0	142.4	119.0	120.3	231.3	228.0
2. Machines and machine tools.....	218.0	212.4	189.5	185.2	177.6	173.6	138.6	133.5	120.2	116.3	262.6	247.2
3. Heavy equipment.....	183.3	179.4 _r	153.5	152.2 _r	143.9	142.6 _r	94.3	93.8 _r	78.8	79.5 _r	144.8	142.8 _r
4. Hardware and small parts.....	223.4	214.1	194.0	191.3	181.8	179.3	126.9	119.5	110.1	106.7	246.2	228.6
5. Other products.....	212.7	205.4 _r	178.7	171.4 _r	167.5	160.6 _r	131.3	128.9	110.3	107.5	234.6	220.9 _r
25 INDUSTRIES.....	211.6	208.7	174.5	163.7	163.5	153.4	108.8	104.5	90.0	83.3	189.9	171.1

NOTE: No basic 1923 data are available, hence no indexes are given for the following: Rayon producing, rubber tires and tubes, other rubber products, woolen and worsted goods, other woolen products, cement, petroleum refining, "27 industries," aircraft and shipbuilding.

See footnotes on page 171

EARNINGS AND HOURS, MALE AND FEMALE PRODUCTION WORKERS¹, MARCH, 1946

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	ALL MALE						FEMALE					
	Average Earnings				Average Hours per Week per Production Worker		Average Earnings				Average Hours per Week per Production Worker	
	Hourly		Weekly				Hourly		Weekly			
	Mar.	Feb.	Mar.	Feb.	Mar.	Feb.	Mar.	Feb.	Mar.	Feb.	Mar.	Feb.
Agricultural implement.....	\$1.216	\$1.163	\$50.49	\$48.58	41.5	41.8	\$.971	\$.976	\$37.39	\$37.84	38.5	38.8
Automobile ¹	1.323	1.318 _r	47.92	44.13 _r	36.2	33.5 _r	1.085	1.079 _r	38.16	34.98 _r	35.2	32.4 _r
Boot and shoe.....	1.036	1.032	43.57	43.45	42.0	42.1	.752	.747	30.61	30.16	40.7	40.4
Chemical.....	1.265	1.240	49.71	49.24	39.3	39.7	.857	.843	31.75	31.28	37.0	37.1
Rayon producing ²	1.077	1.082	41.75	42.12 _r	38.8	38.9 _r	.821	.826 _r	30.13	30.23 _r	36.7	36.6 _r
Cotton—North.....	.980	.974 _r	44.14	43.44 _r	45.0	44.6 _r	.811	.816 _r	32.37	33.09 _r	39.9	40.6
Electrical manufacturing.....	1.279	1.243	52.46	51.77	41.0	41.6	.919	.890	35.79	34.67	38.9	39.0
Furniture ³	1.097	1.064	47.31	46.06	43.1	43.3	.821	.799	32.93	31.95	40.1	40.0
Hosiery and knit goods.....	1.266	1.268	53.21	52.40	42.0	41.3	.752	.762	29.28	29.53	38.9	38.7
Iron and steel ⁴	1.357	1.433 _b	51.51	29.81 _b	37.9	20.8 _b	1.088	1.102 _b	37.66	21.16 _b	34.6	19.2 _b
Leather tanning and finishing.....	1.055	1.052	47.46	46.61	45.0	44.3	.891	.858	33.30	33.63	39.6	39.2
Lumber and millwork.....	1.203	1.180	48.15	46.70	40.0	39.6	.928	.905	36.32	33.53	39.1	37.0
Meat packing.....	1.103	.962	45.09	45.68	40.9	47.5	.875	.739	34.51	30.97	39.4	41.9
Paint and varnish.....	1.114	1.100	46.89	46.44	42.1	42.2	.957	.939	38.04	37.62	39.7	40.1
Paper and pulp.....	1.025	1.015	46.52	46.88	45.4	46.2	.741	.735	30.85	30.72	41.6	41.8
Paper products.....	1.084	1.065	47.61	46.63	43.9	43.8	.747	.720	29.87	28.79	40.0	40.0
Printing—book and job.....	1.387	1.365	62.72	61.97	45.2	45.4	.790	.779	32.15	31.85	40.7	40.9
Printing—news and magazine.....	1.424	1.385	60.22	57.14	42.3	41.3	.853	.838	34.82	33.54	40.8	40.0
Rubber.....	1.299	1.296	51.90	51.91	40.0	40.1	.879	.883	34.34	34.65	39.1	39.3
1. Rubber tires and tubes.....	1.364	1.359	53.18	53.18	39.0	39.1	.998	.999	37.00	37.13	37.1	37.2
2. Other rubber products.....	1.154	1.155	48.79	48.85	42.3	42.3	.797	.801	32.35	32.74	40.6	40.9
Silk and rayon.....	1.017	.984	43.74	42.99	43.0	43.7	.753	.702	29.37	27.17	39.0	38.7
Wool.....	1.108	1.092	47.39	46.56	42.8	42.6	.951	.942	37.95	37.30	39.9	39.6
1. Woolen and worsted goods.....	1.107	1.097	47.80	47.24	43.2	43.0	.992	.987	39.85	39.45	40.2	40.0
2. Other woolen products ⁵	1.109	1.085	46.85	45.64	42.3	42.1	.869	.847	34.15	32.87	39.3	38.8
Foundries and machine shops.....	1.218	1.183 _r	50.95	49.94 _r	41.8	42.2	.911	.882 _r	36.00	34.90 _r	39.5	39.5 _r
1. Foundries.....	1.158	1.129	47.76	47.94	41.2	42.5	.896	.886	36.05	35.88	40.2	40.5
2. Machines and machine tools.....	1.218	1.188	53.01	51.89	43.5	43.7	.910	.883	35.96	34.99	39.5	39.6
3. Heavy equipment.....	1.238	1.214 _r	51.13	50.75 _r	41.3	41.8 _r	.893	.872 _r	35.50	35.98 _r	39.8	41.2 _r
4. Hardware and small parts.....	1.199	1.152	51.08	50.53	42.6	43.9	.864	.818	34.25	33.20	39.6	40.6
5. Other products.....	1.232	1.188	50.83	48.81 _r	41.3	41.1	.939	.919	36.99	35.49 _r	39.4	38.6
25 INDUSTRIES.....	\$1.216	\$1.200	\$49.69	\$46.41	41.0	39.3	\$.835	\$.821	\$32.97	\$32.36	39.5	39.5
Cement.....	\$.939	\$.923	\$37.84	\$38.11	40.3	41.3	....	....	....	....	....	....
Petroleum refining.....	1.435	1.387	57.16	58.96	39.8	42.5	....	....	....	....	....	....
27 INDUSTRIES.....	\$1.217	\$1.200	\$49.70	\$46.54	40.9	39.3	....	....	....	....	....	....
Aircraft.....	\$1.310	\$1.320 _r	\$52.34	\$52.95 _r	39.9	40.1	\$1.106	\$1.115 _r	\$41.93	\$42.75 _r	37.9	38.3
Shipbuilding.....	1.314	1.310 _r	49.13	48.69 _r	37.4	37.2 _r	1.061	1.055 _r	40.79	40.19 _r	38.4	38.1 _r

See footnotes on page 171

month. Weekly earnings were slightly lower than in February since the work week was an hour shorter.

Employment rose slightly in petroleum refineries from February to March. Average hourly earnings of the workers in this industry have been increasing every month since last September and a new peak has been set each month since November. The March average of \$1.435 was 3.5% above the February earnings, and was the highest hourly return recorded in the twenty-nine industries included in this survey. Working hours dropped 6.4% over the month, and weekly earnings were 3.1% lower.

Hourly and weekly earnings and working hours in aircraft factories all declined fractionally from February to March. While total employment was down 1.7% over the month, the number of male workers increased 1.2%. The hourly and weekly earnings of the very small group of unskilled males rose slightly, with a small increase in their hours, but all averages

for the other two groups were lower in March than in February.

Shipyards employment rose 1.8% from February to March, the first monthly increase since October, 1943, when the number of workers employed in shipbuilding reached its peak. None of the earnings and hours for all workers or for any of the labor groups showed more than a slight change during the month, and working hours for all groups remained well under forty hours a week.

LABOR STATISTICS IN MARCH

Hourly earnings rose 1.4% in March. The average of \$1.145 was 4% higher than in March, 1945, and 94.1% more than in 1929.

Weekly earnings at \$46.44 were 6.6% higher in March than in February, but 8.9% lower than in the previous March. Since 1929, they have increased 62.7%.

EARNINGS AND HOURS, UNSKILLED AND SKILLED AND SEMI-SKILLED MALE PRODUCTION WORKERS, MAR. 1946

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	UNSKILLED						SKILLED AND SEMI-SKILLED					
	Average Earnings				Average Hours per Week per Production Worker		Average Earnings				Average Hours per Week per Production Worker	
	Hourly		Weekly		Mar.	Feb.	Hourly		Weekly		Mar.	Feb.
	Mar.	Feb.	Mar.	Feb.			Mar.	Feb.	Mar.	Feb.		
Agricultural implement.....	\$.998	\$.978	\$39.73	\$38.92	39.8	39.8	\$1.250	\$1.193	\$52.26	\$50.24	41.8	42.1
Automobile ¹	1.100	1.108 _r	38.19	37.96 _r	34.7	34.3 _r	1.349	1.351 _r	49.11	45.05 _r	36.4	33.4 _r
Boot and shoe.....	.539	.542	23.81	23.69	44.2	43.7	1.060	1.057	44.47	44.40	41.9	42.0
Chemical.....	1.033	1.016	40.79	40.80	39.5	40.0	1.329	1.302	52.15	51.60	39.2	39.6
Rayon producing ².....	.833	.842 _r	31.53	31.76 _r	37.8	37.7 _r	1.110	1.115	43.19	43.58 _r	38.9	39.1 _r
Cotton—North.....	.893	.904 _r	40.78	40.96 _r	45.7	45.3 _r	1.023	1.009 _r	45.73	44.66 _r	44.7	44.3 _r
Electrical manufacturing.....	.972	.938	39.06	37.93	40.2	40.4	1.318	1.280	54.18	53.49	41.1	41.8
Furniture ³.....	.837 _a	.948	34.99 _a	39.02	41.8 _a	41.2	1.127	1.086	48.74	47.47	43.3	43.7
Hosiery and knit goods.....	.882	.863	40.99	38.58	46.5	44.7	1.309	1.316	54.45	53.91	41.6	41.0
Iron and steel ⁴	1.104	1.094 _b	40.17	22.10 _b	36.4	20.2 _b	1.421	1.514 _b	54.50	31.64 _b	38.4	20.9 _b
Leather tanning and finishing.....	.906	.878	37.24	37.50	41.1	42.7	1.079	1.084	49.27	48.35	45.7	44.6
Lumber and millwork.....	.947	.932	38.67	37.30	40.8	40.0	1.273	1.248	50.71	49.24	39.8	39.4
Meat packing.....	.973	.835	38.82	39.52	39.9	47.4	1.154	1.016	47.64	48.28	41.3	47.5
Paint and varnish.....	.939	.905	42.24	39.73	45.0	43.9	1.195	1.191	48.83	49.41	40.9	41.5
Paper and pulp.....	.882	.867	38.10	37.77	43.2	43.6	1.083	1.074	50.19	50.84	46.3	47.3
Paper products.....	.873	.838	36.57	34.08	41.9	40.7	1.160	1.144	51.85	51.46	44.7	45.0
Printing—book and job.....	.952	.940	44.20	43.87	46.4	46.7	1.533	1.503	68.72	67.58	44.8	45.0
Printing—news and magazine.....	1.031	.973	42.50	38.94	41.2	40.0	1.542	1.507	65.71	62.76	42.6	41.6
Rubber.....	1.001	1.021	38.54	41.04	38.5	40.2	1.307	1.303	52.30	52.21	40.0	40.1
1. Rubber tires and tubes.....	1.030	1.054	38.42	41.32	37.3	39.2	1.374	1.369	53.70	53.55	39.1	39.1
2. Other rubber products.....	.874	.857	38.93	39.22	44.5	45.8	1.160	1.161	48.99	49.03	42.2	42.2
Wool.....	.964	.956	41.04	40.66	42.6	42.5	1.178	1.158	50.52	49.43	42.9	42.7
1. Woolen and worsted goods.....	.992	.982	41.81	41.75	42.1	42.5	1.178	1.168	51.62	50.69	43.8	43.4
2. Other woolen products ⁵.....	.908	.899	39.43	38.37	43.4	42.7	1.178	1.147	49.32	48.04	41.9	41.9
Foundries and machine shops.....	1.013	.980	42.26	41.74 _r	41.7	42.6	1.258	1.222	52.63	51.52 _r	41.8	42.2
1. Foundries.....	.972	.943	41.12	39.97	42.3	42.4	1.219	1.186	49.87	50.41	40.9	42.5
2. Machines and machine tools.....	1.056	1.034	46.79	45.36	44.3	43.9	1.241	1.210	53.89	52.82	43.4	43.6
3. Heavy equipment.....	.964	.923 _r	38.73	38.74 _r	40.2	42.0	1.289	1.269 _r	53.53	53.05 _r	41.5	41.8 _r
4. Hardware and small parts.....	1.008	.986	42.04	43.56	41.7	44.2	1.246	1.193	53.35	52.27	42.8	43.8
5. Other products.....	1.065	1.027 _r	44.30	42.87 _r	41.6	41.7	1.258	1.214	51.86	49.76 _r	41.2	41.0
24 INDUSTRIES ⁶	\$.983	\$.967	\$39.92	\$37.83	40.8	39.5	\$1.273	\$1.259	\$52.02	\$48.45	41.0	39.1
Cement.....	\$.784	\$.771	\$28.14	\$29.49	35.9	38.2	\$.955	\$.987	\$38.92	\$39.01	40.8	41.6
Petroleum refining.....	1.089	1.040	40.52	42.86	37.2	41.2	1.468	1.424	58.88	60.74	40.1	42.7
26 INDUSTRIES ⁶	\$.982	\$.966	\$39.82	\$37.81	40.7	39.5	\$1.274	\$1.259	\$52.03	\$48.60	40.9	39.2
Aircraft.....	\$1.069	\$1.060 _r	\$42.76	\$42.08 _r	40.0	39.7	\$1.321	\$1.332 _r	\$52.75	\$53.45 _r	39.9	40.1 _r
Shipbuilding.....	.941	.948 _r	34.52	34.22 _r	36.7	36.1 _r	1.359	1.351 _r	50.93	50.40 _r	37.5	37.3 _r

NOTE: The wage data here given are for cash payments only and do not take into consideration the value of such wage equivalents as reduced or free house rents or other special services rendered by the company to employees. Various forms of wage equivalents are in use in industrial establishments in many localities, but the part which they play as compensation for work performed cannot be taken into account in a study of this character.

¹Based on data collected by the Automobile Manufacturers Association and THE CONFERENCE BOARD

²Based on data collected by the Textile Economics Bureau, Inc. and THE CONFERENCE BOARD.

³Includes wood, metal, and upholstered household and office furniture.

⁴Based on data collected by the American Iron and Steel Institute and THE CONFERENCE BOARD.

⁵Principally rugs.

⁶Silk and rayon industry not included, as adequate data for unskilled and skilled groups are not available for this industry.

^aNot strictly comparable with data prior to March; revisions of averages for earlier months available at a later date.

^bTotals for January and February combined supplied by the American Iron and Steel Institute; breakdown into monthly figures by THE CONFERENCE BOARD.

^rRevised.

Real weekly earnings rose 6.6% during the month. They have declined 10.1% since March, 1945, but have risen 52.5% since 1929.

Hours per week increased 1.5 hours, or 3.8%, from February to March. Since March, 1945, they dropped 11.7%, and since 1929, 15.7%.

Employment rose 4.1% since the previous month, but declined 20.1% over the year period. It was 7.7% greater than in 1929.

Man hours were 8% greater in March than in February. They were 29.5% less than in March, 1945, and 9.3% less than in 1929.

Payrolls were expanded 11% in March. Over the year they shrank 27.2% but since 1929 they have increased 75.2%.

ELIZABETH P. ALLISON
Statistical Division

Employment in March

A NET increase of approximately 500,000 from February brought the number of persons at work or in the Armed Forces to 52.4 million in March. This was the first rise in total employment since June, 1945. The March level, however, is fully 10 million, or 16%, below a year previous. A drop of 190,000 in nonagricultural employment is attributable to the reduction in the military personnel during the month, which completely offset an increase of over 600,000 in the civilian nonagricultural sector.

With the upward trend in employment prevailing in most industries the greatest gains were recorded in manufacturing, construction, and trade. The employment record in the construction industry shows that this industry is shifting from the minor position which it held during the latter war years, to a pivotal spot in the economy. After rising steadily since the end of 1945—during months when a drop is normally expected—construction employment rose between February and March to 1.6 million. In trade, fully 60,000 more persons were employed in March than in February. Compared with March, 1945, construction employment increased about 300,000 and trade about 500,000. Smaller increases occurred in public utilities and in some of the services. Employment in mining declined 17,000 in March. Transportation employment fell 24,000, and was 26,000 under that of last March.

MANUFACTURING EMPLOYMENT

In manufacturing, where the settlement of a number of the major labor-management disputes occurred, employment increased substantially. The number of persons employed was 11.2 million, an increase of 410,000 over February, but about 3.5 million less than a year previous.

All but two of the major durable goods industries increased employment in March, with the largest percentage of the gain concentrated in the iron and steel group as a result of resumption of operations after the steel strike. These industries, however, did not recover to the level of January, 1946.

Continuation of strikes, in addition to material shortages, brought a shrinkage in employment of more than 20,000 in the transportation and nonferrous metals industry groups.

On the other hand, the nondurable goods industries, except food, reported increases which stemmed from the removal of wartime restrictions on the use of materials, and the greater availability of labor. Employ-

Employment and Unemployment¹
In Thousands

Distribution of Labor Force and Employment	1946			1945	1944
	Mar. ¹	Feb. ¹	Jan.	Mar.	Mar.
Unemployment.....	4,729	5,152	3,684	....	....
Excess of employment over economic labor force..	....	....	....	5,599 ^r	5,127 ^r
Total employment.....	52,410	51,939	53,363	62,180	61,105
Agriculture.....	8,692	8,031	7,766	8,698	8,821
Forestry and fishing....	153	147	145	159	166
Total industry.....	17,700	17,221	17,833	20,708	21,443
Extraction of minerals..	606	623	622	605	662
Manufacturing.....	11,231	10,821	11,582	14,670	15,832
Construction.....	1,611	1,518	1,381	1,312	1,247
Transportation.....	3,156	3,180	3,201	3,182	2,754
Public utilities.....	1,096	1,079	1,047	939	949
Trade, distribution and finance.....	8,047	7,986	7,916	7,537	7,416
Service industries (including Armed Forces)....	16,630	17,362	18,464	23,626	21,839
Miscellaneous industries and services.....	1,187	1,193	1,239	1,453	1,420

¹Subject to revision

^rRevised

ment has risen in most of these industries to well above the level of March a year ago. The largest gains over the year occurred in the textile, apparel, and printing and publishing industries.

AGRICULTURAL EMPLOYMENT

Good weather conditions made early field work possible over most of the country. Agricultural employment rose to 8,692,000, a gain of 8% for the month, as compared with 8,698,000 a year ago. The number of family workers increased fully 8% from February to March, and exceeded the number at work a year ago. The employment of hired agricultural workers increased by 114,000 for the month, and was just 1% under the level of last March.

ROSALYN DORIS SIEGEL
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Earnings and Hours in Gas and Electricity

HOURLY earnings of workers in the gas and electricity utilities reached peak levels in January, 1946, according to the semiannual survey of earnings and hours made by THE CONFERENCE BOARD. Weekly earnings in the gas industry were higher than in June, 1945, but electricity workers received less for an average week in January than in the previous survey. Working hours were substantially reduced for both groups. Since, in the last two surveys, the number of women workers constituted only about 0.5% of all workers in these utilities, separate data for them were not compiled in January.

GAS

Workers engaged in the manufacture and distribution of gas received more for an average hour's work in January, 1946, than ever before. Their hourly earnings of \$1.084 were 4.8% higher than last June, and 4.1% greater than the previous high point, which was reached in January, 1945. The South was the only region in which hourly earnings declined from June, 1945, to January of this year. The workers in that region averaged \$.950 an hour in January, 12.4% less than the average for the country as a whole. The highest earnings were reported in the Far West, where working hours were also the longest.

The hourly earnings of both unskilled and skilled

workers (for the country as a whole) were also at peak levels in January. Their weekly earnings, while higher than in June, were lower than during the previous January. The unskilled wage earners averaged \$.865 an hour in that month, 6.9% more than in the previous survey, while the skilled workers' hourly return of \$1.127 was 5.6% greater. The regional breakdown of the data for these two labor groups followed the pattern of the statistics for the United States. The lowest earnings were in the South and the highest in the Far West.

Average weekly earnings for all workers in the gas industry increased 1.6% from June, 1945, to January of this year. However, the January average of \$48.84 was 1.7% less than during the previous January because of the drop in working hours over the year. The lowest weekly earnings were in the South, where the workers received 12.2% less for a week's work than the nationwide average. The Far West reported the highest weekly return—\$52.13, or 6.7% more than the average for the whole country.

In January, the workers in the gas industry averaged 44.3 hours a week, 1.6 hours, or 3.5%, less than last June and 3.1 hours, or 6.5%, less than the previous January. The length of the work week was reduced in all regions, with the South, which had had the longest hours in June, showing the greatest drop

TABLE 1: EARNINGS AND HOURS IN PRODUCTION AND DISTRIBUTION OF GAS AND ELECTRICITY BY JOB CLASSIFICATION, JUNE, 1945 AND JANUARY, 1946

Source: THE CONFERENCE BOARD

Date	GAS						ELECTRICITY					
	UNSKILLED			SEMI-SKILLED AND SKILLED			UNSKILLED			SEMI-SKILLED AND SKILLED		
	Average Hourly Earnings	Average Weekly Earnings	Average Hours per Week per Wage Earner	Average Hourly Earnings	Average Weekly Earnings	Average Hours per Week per Wage Earner	Average Hourly Earnings	Average Weekly Earnings	Average Hours per Week per Wage Earner	Average Hourly Earnings	Average Weekly Earnings	Average Hours per Week per Wage Earner
INSIDE PRODUCTION												
June, 1945.....	\$.848 ^r	\$38.38 ^r	45.3	\$1.055	\$49.36 ^r	46.8	\$.855 ^r	\$38.74 ^r	45.3 ^r	\$1.186 ^r	\$54.86	46.3
January, 1946.....	.907	40.02	44.1	1.134	51.31	45.3	.921	38.59	41.9	1.249	53.54	42.9
INSIDE MAINTENANCE												
June, 1945.....	\$.833	\$34.62	41.6	\$1.124	\$50.39 ^r	44.8	\$.841	\$36.19 ^r	43.0 ^r	\$1.222	\$55.57 ^r	45.5
January, 1946.....	.886	36.32	41.0	1.168	51.42	44.0	.882	35.51	40.3	1.283	54.16	42.2
OUTSIDE												
June, 1945.....	\$.770 ^r	\$33.65 ^r	43.7	\$1.051	\$48.82 ^r	46.5	\$.788	\$34.78 ^r	44.1 ^r	\$1.218	\$55.01 ^r	45.1
January, 1946.....	.830	34.56	41.6	1.104	52.96	48.0	.816	33.41	40.9	1.259	53.73	42.7

NOTE: This table brings up to date figures published in *The Conference Board Management Record*, October, 1945, p. 296.

^rRevised

TABLE 2: EARNINGS AND HOURS IN PRODUCTION AND DISTRIBUTION OF GAS AND ELECTRICITY, BY SKILL, JUNE, 1945 AND JANUARY, 1946

Source: THE CONFERENCE BOARD

Date and Region	ALL WAGE EARNERS								UNSKILLED				SEMI-SKILLED AND SKILLED					
	Average Hourly Earn- ings	Average Weekly Earn- ings	Average Hours per Week per Wage Earner	Indexes, 1923=100				Average Hourly Earn- ings	Average Weekly Earn- ings	Average Hours per Week per Wage Earner	Indexes, 1923=100		Average Hourly Earn- ings	Average Weekly Earn- ings	Average Hours per Week per Wage Earner	Indexes, 1923=100		
				Hourly Earnings		Weekly Earnings					Hourly Earn- ings	Weekly Earn- ings				Hourly Earn- ings	Weekly Earn- ings	
				Actual	Real	Actual	Real											
GAS																		
June, 1945																		
United States..	\$1.034r	\$48.08r	45.9	193.6r	181.1r	184.7r	172.8r	\$.809r	\$35.32r	43.6r	180.2r	170.1r	\$1.067r	\$49.34r	46.2	185.9r	168.6	
East.....	1.038	46.62r	44.9	a	a	a	a	.835	36.23r	43.4r	a	a	1.065	48.03r	45.1	a	a	
South.....	.961r	46.11r	48.0	a	a	a	a	.665r	29.34r	44.1	a	a	1.044r	51.36r	49.2	a	a	
Middle West..	1.027	47.67	46.4	a	a	a	a	.829	36.46	44.0	a	a	1.055	49.38	46.8	a	a	
Far West.....	1.125	53.29	47.4	a	a	a	a	.918	39.06	42.6	a	a	1.151	55.26	48.0	a	a	
January, 1946																		
United States..	1.084	48.84	44.3	203.0	189.5	187.6	175.2	.865	36.61	42.3	192.7	176.3	1.127	50.43	44.7	196.3	172.3	
East.....	1.102	48.48	44.0	a	a	a	a	.901	39.04	43.3	a	a	1.136	50.09	44.1	a	a	
South.....	.950	42.89	45.1	a	a	a	a	.683	28.45	41.6	a	a	1.066	49.93	46.8	a	a	
Middle West..	1.087	48.17	44.3	a	a	a	a	.918	38.37	41.8	a	a	1.118	50.16	44.8	a	a	
Far West.....	1.149	52.13	45.4	a	a	a	a	.965	38.60	40.0	a	a	1.171	54.08	46.2	a	a	
ELECTRICITY																		
June, 1945																		
United States..	\$1.155r	\$53.32r	45.5	189.3r	177.1r	180.4r	168.8r	\$.830r	\$36.78r	44.3r	174.0r	179.1r	\$1.205	\$55.07r	45.7	189.2	173.6r	
East.....	1.183	52.80r	44.6	a	a	a	a	.874	38.85r	44.4r	a	a	1.219	54.45r	44.7r	a	a	
South.....	1.042	49.10	47.1	a	a	a	a	.695	31.03	44.7	a	a	1.131	54.07	47.8	a	a	
Middle West..	1.185	53.74	45.3	a	a	a	a	.920	40.57	44.1	a	a	1.225	55.81	45.5	a	a	
Far West.....	1.235r	58.48r	47.4r	a	a	a	a	.941r	39.46r	41.9r	a	a	1.267r	60.86r	48.0r	a	a	
January, 1946																		
United States..	1.200	51.97	42.4	196.7	183.7	175.8	164.1	.870	35.74	41.1	182.4	174.0	1.260	53.75	42.7	197.8	169.5	
East.....	1.240	51.57	41.6	a	a	a	a	.918	37.72	41.1	a	a	1.279	53.27	41.7	a	a	
South.....	1.044	45.42	43.5	a	a	a	a	.728	29.79	40.9	a	a	1.146	50.91	44.4	a	a	
Middle West..	1.246	53.03	42.6	a	a	a	a	.980	40.58	41.4	a	a	1.293	55.29	42.8	a	a	
Far West.....	1.321	57.72	43.7	a	a	a	a	.996	40.28	40.4	a	a	1.364	60.27	44.2	a	a	

NOTE: This table brings up to date figures published in *The Conference Board Management Record*, October, 1945, p. 297

a1923 data not available

rRevised

from then to January. Workers in the Far West had the longest hours in this latest survey, and those in the East the shortest. The difference between the two regions was only 1.4 hours, while the range last June was 3.1 hours.

ELECTRICITY

Hourly earnings of electricity workers also reached a new peak in January. The average of \$1.200 an hour for the country as a whole was 3.9% higher than during June, 1945, and 4.8% greater than the previous January.

Again the South was the region with the lowest hourly earnings, but in this industry their earnings showed a slight rise since last June. The workers in the South received 13% less an hour than the average for the composite of the four regions. The Far West reported the highest hourly average and the longest working hours. January, 1946, brought peak hourly earnings to both skilled and unskilled workers in the generation and distribution of electricity. The increases of 4.6% and 4.8% since the previous survey brought the January averages to \$1.260 and \$.870, respectively. For both groups, the lowest earnings

were in the South and the highest in the Far West.

The weekly earnings of both groups were lowered in the composite by the reductions in their working hours.

The large drop in the length of the work week lowered average weekly earnings of all electricity workers 2.5% from June, 1945, to January, 1946. The lowest average, that of \$45.42 in the South, was 12.6% lower than the country-wide average of \$51.97. The Far West had the highest weekly earnings, 11.1% above the average for the composite. There was a difference of \$12.30 between the average weekly returns of the two regions.

Working hours in the electricity industry were reduced more sharply from June, 1945, to the next January than were those of workers in the manufacture and distribution of gas. Over the seven months, hours were cut 6.8% in the electricity industry so that in January the average worker was on the job 42.4 hours a week. The length of the work week over the country ranged from a low of 41.6 hours in the South to a high of 43.7 in the Far West.

ELIZABETH P. ALLISON
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Cost of Living in March

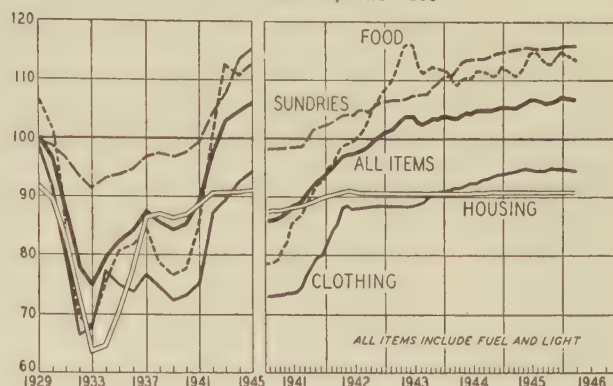
COST of living for families of workingmen and lower-salaried clerical workers in the United States declined 0.4% from mid-December, 1945, to mid-March, 1946, to 106.7 (1923=100). The purchasing value of the dollar rose to 93.7 cents, or an increase of 0.3% over December; since March, 1945, however, the 1923 dollar fell 1.3% in value.

THE CONFERENCE BOARD's index, formerly compiled as of the fifteenth of each month, is now on a quarterly basis, and is compiled only as of the fifteenth of March, June, September, and December of each year. In order that certain annual or semiannual surveys, such as rent, reading materials, medical care, etc., might coincide with these new indexes, survey dates were adjusted to the nearest quarter. The rent component, for example, previously constructed each May and October, will now be surveyed in June and December of each year, as indicated in the footnotes on the cost of living tables.

Seasonal changes in the prices of eggs and fresh vegetables brought about the 1.0% decline in food costs, primarily responsible for the drop in the overall index. A slight decline occurred in the clothing index, reflecting an adjustment in women's spring coat prices and various minor OPA price revisions. The cost of fuel and light, and sundries rose fractionally, while housing remained unchanged. Widespread ten-cents-per-ton allowances on the prices of solid fuels occasioned the 0.3% rise in the fuel and light figure, while higher drug and haircut prices and in-

Cost of Living in the United States

Source: THE CONFERENCE BOARD
Index Numbers, 1923=100



creased medical and dental fees account for the higher sundries index.

Increased living costs since December, 1945, are shown by about one third of the city indexes. The median change is a decline of 0.2%. All changes were minor, ranging from a drop of 1.0% in Evansville, Indiana, to a rise of 0.7% in Erie, Pennsylvania, with the exception of Front Royal, Virginia, which showed a 2.7% advance over December, reflecting the inclusion of a survey of medical and dental fees.

The index for International Falls, Minnesota, which has in the past been constructed on a quarterly basis (February, May, August, and November) is now compiled at the same time as all other city indexes (March, June, September, and December).

Publication of data for Meadville, Pennsylvania, which were not available from February, 1945, through December, 1945, has now been resumed.

FLORENCE S. GEIGER
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COST OF LIVING IN THE UNITED STATES, AND PURCHASING VALUE OF THE DOLLAR

Date	Weighted Average of All Items	Food	Housing ¹	Clothing			Fuel and Light			Sundries	Purchasing Value of Dollar
				Total	Men's	Women's	Total ²	Electricity	Gas		
Index Numbers, 1923=100											
1945 March.....	105.4	110.8	91.0	94.5	103.8	85.2	96.1	66.9	94.5	115.2	94.9
April.....	105.8	111.6	91.0	94.8	104.0	85.5	96.0	66.9	94.5	115.3	94.5
May.....	106.2	112.7	91.0	94.9	104.1	85.6	96.2	66.9	94.5	115.5	94.2
June.....	106.9	114.8	91.0	94.7	103.8	85.5	96.3	66.9	94.5	115.5	93.5
July.....	106.9	114.9	91.0	94.6	103.8	85.3	97.3	66.9	94.5	115.3	93.5
August.....	106.6	113.9	91.0	94.6	103.9	85.3	97.5	66.9	94.5	115.4	93.8
September.....	106.2	112.9	91.0	94.6	103.9	85.3	97.4	66.9	94.5	115.3	94.2
October.....	106.3	112.8	91.0	94.9	103.9	85.8	97.4	66.9	94.5	115.4	94.1
November.....	106.7	113.9	91.0	94.9	104.0	85.7	96.9	66.9	94.5	115.5	93.7
December.....	107.1	114.9 _a	91.0	94.9	104.1	85.6	97.1	66.9	94.5	115.7	93.4
1946 March.....	106.7	113.8	91.0	94.8	104.2	85.4	97.4	66.9	94.5	115.9	93.7
Percentage Changes											
Dec. 1945 to Mar. 1946.....	-0.4	-1.0	0	-0.1	+0.1	-0.2	+0.3	0	0	+0.2	+0.3
Mar. 1945 to Mar. 1946.....	+1.2	+2.7	0	+0.3	+0.4	+0.2	+1.4	0	0	+0.6	-1.3

¹Data on housing collected twice annually, June 15 and December 15. It is assumed no change has occurred since October 15, 1945.

²Includes fuel as well as electricity and gas.

^aBased on food prices for December 13, 1945.

COST OF LIVING IN SIXTY CITIES

Source: THE CONFERENCE BOARD

NOTE: These indexes do NOT show intercity differences in price level or standards of living. They show only changes in living costs in each city, which changes may be compared with those for other cities.

CITY	Index Numbers Jan., 1939 = 100			Percentage Changes		CITY	Index Numbers Jan., 1939 = 100			Percentage Changes	
	Mar. 1946	Dec. 1945	Mar. 1945	Dec. 1945 to Mar. 1946	Mar. 1945 to Mar. 1946		Mar. 1946	Dec. 1945	Mar. 1945	Dec. 1945 to Mar. 1946	Mar. 1945 to Mar. 1946
Akron						Chicago					
Food.....	150.4	152.0	145.0	-1.1	+3.7	Food.....	146.6	147.2 ^r	142.6	-0.4	+2.8
Housing ¹	113.8	113.8	113.8	0	0	Housing ¹	105.8	105.8	105.8	0	0
Clothing.....	129.4	129.3	128.3	+0.1	+0.9	Clothing.....	133.5	133.6 ^r	133.3	-0.1	+0.2
Fuel and light.....	115.2	114.4	112.5	+0.7	+2.4	Fuel and light.....	99.6	99.9	98.9	-0.3	+0.7
Housefurnishings.....	120.7	120.9	120.2	-0.2	+0.4	Housefurnishings.....	130.4	130.0	129.2	+0.3	+0.9
Sundries.....	127.2	124.4	124.4	+2.3	+2.3	Sundries.....	119.8	119.8	118.3	0	+1.3
Weighted Total.....	130.8	130.3	128.0	+0.4	+2.2	Weighted Total.....	125.9	126.2 ^r	124.1	-0.2	+1.5
Atlanta						Cincinnati					
Food.....	149.9	151.6	146.5	-1.1	+2.3	Food.....	141.3	141.4	136.6	-0.1	+3.4
Housing ¹	99.2	99.2	99.2	0	0	Housing ¹	100.9	100.9	100.9	0	0
Clothing.....	131.3	131.3	130.0	0	+1.0	Clothing.....	139.6	139.3 ^r	139.1	+0.2	+0.4
Fuel and light.....	113.1	112.3	113.1	+0.7	0	Fuel and light.....	106.5	105.9	106.0	+0.6	+0.5
Housefurnishings.....	125.1	125.3	124.1	-0.2	+0.8	Housefurnishings.....	125.2	125.2	125.1	0	+0.1
Sundries.....	119.0	119.0	119.9	0	-0.8	Sundries.....	120.9	120.9	120.8	0	+0.1
Weighted Total.....	126.2	126.6	125.3	-0.3	+0.7	Weighted Total.....	125.7	125.7	124.1	0	+1.3
Baltimore						Cleveland					
Food.....	149.6	150.0	147.9	-0.3	+1.1	Food.....	140.8	142.7	137.5	-1.3	+2.4
Housing ¹	103.2	103.2	103.2	0	0	Housing ¹	109.7	109.7	109.7	0	0
Clothing.....	132.5	132.8	134.6 ^r	-0.2	-1.6	Clothing.....	136.7	137.0	135.9	-0.2	+0.6
Fuel and light.....	112.1	111.9	108.1	+0.2	+3.7	Fuel and light.....	105.3	104.9	103.3 ^r	+0.4	+1.9
Housefurnishings.....	140.2	137.8	139.3 ^r	+1.7	+0.6	Housefurnishings.....	126.9	126.8 ^r	125.5	+0.1	+1.1
Sundries.....	124.6	124.7	125.6	-0.1	-0.8	Sundries.....	129.6	129.6	128.8	0	+0.6
Weighted Total.....	130.1	130.2	129.7 ^r	-0.1	+0.3	Weighted Total.....	129.3	128.9	126.8 ^r	-0.5	+1.2
Birmingham						Dallas					
Food.....	153.6	157.2	152.7	-2.3	+0.6	Food.....	149.3	151.3 ^r	148.9	-1.3	+0.3
Housing ¹	105.7	105.7	105.7	0	0	Housing ¹	105.6	105.6	105.6	0	0
Clothing.....	132.1	132.1	132.3	0	-0.2	Clothing.....	130.8	131.1	130.9	-0.2	-0.1
Fuel and light.....	105.6	105.0	102.4	+0.6	+3.1	Fuel and light.....	89.1	89.1	89.1	0	0
Housefurnishings.....	120.6	120.9	120.2	-0.2	+0.3	Housefurnishings.....	130.8	130.7	129.3	+0.1	+1.2
Sundries.....	121.6	121.2	121.2	+0.3	+0.3	Sundries.....	126.9	126.9	124.6 ^r	0	+1.8
Weighted Total.....	128.4	129.3	127.9	-0.7	+0.4	Weighted Total.....	127.5	128.1	126.6 ^r	-0.5	+0.7
Boston						Dayton					
Food.....	140.2	140.2	136.0	0	+3.1	Food.....	145.4	146.1	144.4	-0.5	+0.7
Housing ¹	103.5	103.5	103.5	0	0	Housing ¹	105.9	105.9	105.9	0	0
Clothing.....	128.8	129.1	129.5	-0.2	-0.5	Clothing.....	126.4	126.1	124.7 ^r	+0.2	+1.4
Fuel and light.....	121.7	119.1	123.3	+2.2	-1.3	Fuel and light.....	108.1	107.8	106.4	+0.3	+1.6
Housefurnishings.....	127.0	127.6	126.4	-0.5	+0.5	Housefurnishings.....	136.9	136.5	134.8	+0.3	+1.6
Sundries.....	119.7	119.7	118.8	0	+0.8	Sundries.....	123.4	123.0	122.6	+0.3	+0.7
Weighted Total.....	125.1	124.9	123.6	+0.2	+1.2	Weighted Total.....	127.1	127.1	126.1	0	+0.8
Bridgeport						Denver					
Food.....	140.6	141.1	139.2	-0.4	+1.0	Food.....	144.6	147.0	142.2	-1.6	+1.7
Housing ¹	106.5	106.5	106.5	0	0	Housing ¹	105.6	105.6	105.6	0	0
Clothing.....	128.8	128.6	129.1	+0.2	-0.2	Clothing.....	130.0	130.2	131.8	-0.2	-1.4
Fuel and light.....	122.6	120.1	122.1	+2.1	+0.4	Fuel and light.....	94.5	94.4 ^r	101.3	+0.1	-6.7
Housefurnishings.....	127.7	127.7	126.5	0	+0.9	Housefurnishings.....	127.2	127.1	126.8	+0.1	+0.3
Sundries.....	127.7	127.3	128.7	+0.3	-0.8	Sundries.....	120.4	120.4	118.1	0	+1.9
Weighted Total.....	127.5	127.3	127.2	+0.2	+0.2	Weighted Total.....	124.9	125.6 ^r	124.0	-0.6	+0.7
Buffalo						Des Moines					
Food.....	149.1	148.2	144.2	+0.6	+3.4	Food.....	136.4	137.7	136.5	-0.9	-0.1
Housing ¹	112.3	112.3	112.3	0	0	Housing ¹	105.3	105.3	105.3	0	0
Clothing.....	130.3	130.3	129.0	0	+1.0	Clothing.....	139.1	138.8 ^r	138.0	+0.2	+0.8
Fuel and light.....	115.2	114.7	111.1	+0.4	+3.7	Fuel and light.....	122.3	121.8	120.9	+0.4	+1.2
Housefurnishings.....	130.0	129.9	129.4	+0.1	+0.5	Housefurnishings.....	125.9	125.9	125.7	0	+0.2
Sundries.....	126.3	126.3	126.3	0	0	Sundries.....	122.0	122.0	120.6	0	+1.2
Weighted Total.....	130.6	130.3	128.6	+0.2	+1.6	Weighted Total.....	125.1	125.4	124.5	-0.2	+0.5
Chattanooga						Detroit					
Food.....	160.1	161.9	155.1	-1.1	+3.2	Food.....	150.6	152.7	146.8	-1.4	+2.6
Housing ¹	103.7	103.7	103.6	0	+0.1	Housing ¹	107.0	107.0	107.0	0	0
Clothing.....	124.9	124.9	124.4	0	+0.4	Clothing.....	136.4	136.4 ^r	135.5	0	+0.7
Fuel and light.....	101.8	101.1	100.7	+0.7	+1.1	Fuel and light.....	114.5	113.3	114.0	+1.1	+0.4
Housefurnishings.....	125.5	125.5	124.8	0	+0.6	Housefurnishings.....	126.6	126.6	126.2	0	+0.3
Sundries.....	117.8	117.8	117.8	0	0	Sundries.....	131.6	130.9	130.8	+0.5	+0.6
Weighted Total.....	128.5	129.0	126.8	-0.4	+1.3	Weighted Total.....	131.5	131.9	130.0	-0.3	+1.2

¹Rents surveyed twice annually, June 15, and December 15. It is assumed no change has occurred since October 15, 1945.

^rRevised

COST OF LIVING IN SIXTY CITIES—Continued

Source: THE CONFERENCE BOARD

NOTE: These indexes do NOT show intercity differences in price level or standards of living. They show only changes in living costs in each city, which changes may be compared with those for other cities.

CITY	Index Numbers Jan., 1939=100			Percentage Changes		CITY	Index Numbers Jan., 1939=100			Percentage Changes	
	Mar. 1946	Dec. 1945	Mar. 1945	Dec. 1945 to Mar. 1946	Mar. 1945 to Mar. 1946		Mar. 1946	Dec. 1945	Mar. 1945	Dec. 1945 to Mar. 1946	Mar. 1945 to Mar. 1946
Duluth						Indianapolis					
Food.....	140.5	143.1	137.9	-1.8	+1.9	Food.....	155.9	154.4	145.4	+1.0	+7.2
Housing ¹	100.2	100.2	100.2	0	0	Housing ¹	107.9	107.9	107.9	0	0
Clothing.....	139.5	139.4	137.5	+0.1	+1.5	Clothing.....	127.8	127.8	128.0	0	-0.2
Fuel and light.....	109.9	108.9	107.5	+0.9	+2.2	Fuel and light.....	114.5	113.6	112.0	+0.8	+2.2
Housefurnishings.....	142.1	142.9	142.0	-0.6	+0.1	Housefurnishings.....	127.4	126.9	125.2	+0.4	+1.8
Sundries.....	125.3	125.5	120.1	-0.2	+4.3	Sundries.....	129.1	129.7	126.9	-0.5	+1.7
Weighted Total.....	127.3	128.1	124.5	-0.6	+2.2	Weighted Total.....	132.1	131.8	128.1	+0.2	+3.1
Erie, Pa.						Kansas City, Mo.					
Food.....	153.3	153.6	150.8	-0.2	+1.7	Food.....	136.2	137.2	133.4	-0.7	+2.1
Housing ¹	110.2	110.2	110.1	0	+0.1	Housing ¹	105.5	105.5	105.5	0	0
Clothing.....	149.9	149.6	146.4	+0.2	+2.4	Clothing.....	135.3	135.2	133.2	+0.1	+1.6
Fuel and light.....	119.7	118.8	113.8	+0.8	+5.2	Fuel and light.....	113.3	112.1	109.5	+1.1	+3.5
Housefurnishings.....	132.0	132.0	130.7	0	+1.0	Housefurnishings.....	123.5	123.4	123.0	+0.1	+0.4
Sundries.....	134.1	130.5	130.7	+2.8	+2.6	Sundries.....	128.2	128.2	127.9	0	+0.2
Weighted Total.....	135.8	134.8	133.1	+0.7	+2.0	Weighted Total.....	126.3	126.5	125.0	-0.2	+1.0
Fall River						Lansing					
Food.....	138.5	139.1	136.3	-0.4	+1.6	Food.....	173.5	174.3	168.1	-0.5	+3.2
Housing ¹	104.3	104.3	104.3	0	0	Housing ¹	98.0	98.0	98.0	0	0
Clothing.....	137.8	138.2	136.5	-0.3	+1.0	Clothing.....	128.9	128.5	129.2	+0.3	-0.2
Fuel and light.....	116.8	114.5	117.2	+2.0	-0.3	Fuel and light.....	109.0	108.3	105.7	+0.6	+3.1
Housefurnishings.....	120.8	120.8	120.4	0	+0.3	Housefurnishings.....	137.2	136.2	135.4	+0.7	+1.3
Sundries.....	126.6	127.8	127.0	-0.9	-0.3	Sundries.....	131.5	130.0	129.8	+1.2	+1.3
Weighted Total.....	126.9	127.2	126.2	-0.2	+0.6	Weighted Total.....	134.6	134.2	132.3	+0.3	+1.7
Front Royal, Va.						Los Angeles					
Food.....	164.8	163.8	162.8	+0.6	+1.2	Food.....	153.4	157.3	148.6	-2.5	+3.2
Housing ¹	107.3	107.3	107.3	0	0	Housing ¹	106.2	106.2	106.2	0	0
Clothing.....	147.6	147.5	147.1	+0.1	+0.3	Clothing.....	126.4	126.7	125.1	-0.2	+1.0
Fuel and light.....	115.9	115.9	112.2	0	+3.3	Fuel and light.....	93.4	93.4	93.4	0	0
Housefurnishings.....	132.4	132.4	132.4	0	0	Housefurnishings.....	121.1	121.1	120.7	0	+0.3
Sundries.....	127.0	117.0	118.1	+8.5	+7.5	Sundries.....	124.6	124.6	123.0	0	+1.3
Weighted Total.....	134.3	130.8	130.6	+2.7	+2.8	Weighted Total.....	128.6	129.8	126.5	-0.9	+1.7
Grand Rapids						Louisville					
Food.....	152.5	153.6	147.4	-0.7	+3.5	Food.....	146.7	149.4	142.7	-1.8	+2.8
Housing ¹	106.5	106.5	106.5	0	0	Housing ¹	103.9	103.9	103.9	0	0
Clothing.....	140.3	140.3	139.0	0	+0.9	Clothing.....	131.7	130.6	130.5	+0.8	+0.9
Fuel and light.....	114.0	113.1	112.0	+0.8	+1.8	Fuel and light.....	114.4	114.8	113.4	-0.3	+0.9
Housefurnishings.....	144.9	144.9	143.4	0	+1.0	Housefurnishings.....	131.2	129.8	129.3	+1.1	+1.5
Sundries.....	128.4	128.4	126.3	0	+1.7	Sundries.....	123.2	123.2	123.2	0	0
Weighted Total.....	132.6	132.9	130.1	-0.2	+1.9	Weighted Total.....	128.8	129.5	127.1	-0.5	+1.3
Green Bay, Wis.						Macon					
Food.....	140.2	143.1	135.0	-2.0	+3.9	Food.....	150.6	153.2	147.6	-1.7	+2.0
Housing ¹	102.8	102.8	102.8	0	0	Housing ¹	114.0	114.0	113.9	0	+0.1
Clothing.....	140.0	140.1	138.7	-0.1	+0.9	Clothing.....	132.3	132.6	132.4	-0.2	-0.1
Fuel and light.....	109.9	109.4	108.0	+0.5	+1.8	Fuel and light.....	101.5	101.0	101.9	+0.5	-0.4
Housefurnishings.....	129.9	129.2	127.8	+0.5	+1.6	Housefurnishings.....	138.0	138.7	137.3	-0.5	+0.5
Sundries.....	122.2	122.1	120.9	+0.1	+1.1	Sundries.....	123.9	124.0	125.7	-0.1	-1.4
Weighted Total.....	125.9	126.7	123.6	-0.6	+1.9	Weighted Total.....	131.4	132.3	131.2	-0.7	+0.2
Houston						Meadville, Pa.					
Food.....	144.8	145.9	140.8	-0.8	+2.8	Food.....	147.5	n.a.	n.a.	n.a.	n.a.
Housing ¹	105.7	105.7	105.7	0	0	Housing ¹	110.8	n.a.	n.a.	n.a.	n.a.
Clothing.....	129.7	129.7	128.8	0	+0.7	Clothing.....	121.3	n.a.	n.a.	n.a.	n.a.
Fuel and light.....	84.8	84.8	84.8	0	0	Fuel and light.....	114.2	n.a.	n.a.	n.a.	n.a.
Housefurnishings.....	116.4	119.4	119.7	-2.5	-2.8	Housefurnishings.....	138.1	n.a.	n.a.	n.a.	n.a.
Sundries.....	123.8	123.8	122.1	0	+1.4	Sundries.....	126.4	n.a.	n.a.	n.a.	n.a.
Weighted Total.....	124.8	125.4	123.3	-0.5	+1.2	Weighted Total.....	128.2	n.a.	n.a.	n.a.	n.a.
Huntington, W. Va.						Memphis					
Food.....	149.3	152.2	146.0	-1.9	+2.3	Food.....	158.0	161.6	153.7	-2.2	+2.8
Housing ¹	111.7	111.7	111.7	0	0	Housing ¹	108.4	108.4	108.4	0	0
Clothing.....	129.1	129.0	128.8	+0.1	+0.2	Clothing.....	139.2	139.0	137.0	+0.1	+1.6
Fuel and light.....	100.0	100.0	100.0	0	0	Fuel and light.....	99.3	99.0	98.4	+0.3	+0.9
Housefurnishings.....	133.2	133.3	132.1	-0.1	+0.8	Housefurnishings.....	130.8	131.1	130.2	-0.2	+0.5
Sundries.....	128.8	128.9	129.5	-0.1	-0.5	Sundries.....	114.5	114.5	114.3	0	+0.2
Weighted Total.....	131.7	132.7	130.9	-0.8	+0.6	Weighted Total.....	128.2	129.1	126.6	-0.7	+1.3

¹Rents surveyed twice annually, June 15 and December 15. It is assumed no change has occurred since October 15, 1945.

rRevised

n.a. Not available

COST OF LIVING IN SIXTY CITIES—Continued

Source: THE CONFERENCE BOARD

NOTE: These indexes do NOT show intercity differences in price level or standards of living. They show only changes in living costs in each city, which changes may be compared with those for other cities.

City	Index Numbers Jan., 1939 = 100			Percentage Changes		City	Index Numbers Jan., 1939 = 100			Percentage Changes	
	Mar. 1946	Dec. 1945	Mar. 1945	Dec. 1945 to Mar. 1946	Mar. 1945 to Mar. 1946		Mar. 1946	Dec. 1945	Mar. 1945	Dec. 1945 to Mar. 1946	Mar. 1945 to Mar. 1946
Milwaukee						Parkersburg, W. Va.					
Food.....	146.0	145.4	140.1	+0.4	+4.2	Food.....	147.9	147.7	142.7	+0.1	+3.6
Housing ¹	103.4	103.4	103.4	0	0	Housing ¹	104.2	104.2	104.2	0	0
Clothing.....	141.3	141.5	139.5	-0.1	+1.3	Clothing.....	124.9	124.9	125.4 ^r	0	-0.4
Fuel and light.....	112.9	112.4	110.5	+0.4	+2.2	Fuel and light.....	94.6	94.6	94.6	0	0
Housefurnishings.....	130.1	129.4	129.1	+0.5	+0.8	Housefurnishings.....	133.2	133.2	132.0 ^r	0	+0.9
Sundries.....	125.9	126.0	122.7	-0.1	+2.6	Sundries.....	117.7	117.7	118.1	0	-0.3
Weighted Total.....	128.2	128.0	125.1	+0.2	+2.5	Weighted Total.....	127.1	127.0	125.4	+0.1	+1.4
Minneapolis						Philadelphia					
Food.....	152.9	155.0 ^r	148.8	-1.4	+2.8	Food.....	142.1	142.1	136.9	0	+3.8
Housing ¹	103.7	103.7	103.7	0	0	Housing ¹	102.7	102.7	102.7	0	0
Clothing.....	132.8	132.8 ^r	136.0 ^r	0	-2.4	Clothing.....	132.4	131.9 ^r	131.3 ^r	+0.4	+0.8
Fuel and light.....	106.5	105.8	103.8	+0.7	+2.6	Fuel and light.....	116.9	116.0	111.7	+0.8	+4.7
Housefurnishings.....	126.5	125.8	125.0	+0.6	+1.2	Housefurnishings.....	132.7	132.0	128.9	+0.5	+2.9
Sundries.....	123.7	123.6	124.0	+0.1	-0.2	Sundries.....	124.8	124.7	125.6 ^r	+0.1	-0.6
Weighted Total.....	128.4	129.0	127.3	-0.5	+0.9	Weighted Total.....	128.1	127.9	125.8 ^r	+0.2	+1.8
Muskegon						Pittsburgh					
Food.....	169.6	169.9	163.0	-0.2	+4.0	Food.....	146.5	147.5	139.7	-0.7	+4.9
Housing ¹	115.2	115.2	115.2	0	0	Housing ¹	105.7	105.7	105.7	0	0
Clothing.....	131.0	131.1	131.3	-0.1	-0.2	Clothing.....	130.9	131.1	130.6	-0.2	+0.2
Fuel and light.....	120.2	120.2	115.5	0	+4.1	Fuel and light.....	113.8	113.4	110.3	+0.4	+3.2
Housefurnishings.....	122.0	122.0	121.9	0	+0.1	Housefurnishings.....	122.6	122.6	119.7	0	+2.4
Sundries.....	123.1	123.0	121.5	+0.1	+1.3	Sundries.....	119.7	119.7	120.3	0	-0.5
Weighted Total.....	135.2	135.3	132.5	-0.1	+2.0	Weighted Total.....	126.7	127.0	124.2	-0.2	+2.0
Newark						Portland, Ore.					
Food.....	145.4	144.5 ^r	136.7	+0.6	+6.4	Food.....	149.1	150.4	144.4	-0.9	+3.3
Housing ¹	101.4	101.4	101.4	0	0	Housing ¹	110.0	110.0	110.0	0	0
Clothing.....	128.0	127.6	128.3	+0.3	-0.2	Clothing.....	142.3	142.7 ^r	141.3	-0.3	+0.7
Fuel and light.....	104.8	104.1	103.1	+0.7	+1.6	Fuel and light.....	124.9	124.9	124.9	0	0
Housefurnishings.....	134.7	134.7	133.9	0	+0.6	Housefurnishings.....	122.5	122.5	123.9	0	-1.1
Sundries.....	119.8	119.8	119.7	0	+0.1	Sundries.....	116.0	116.0	117.1	0	-0.9
Weighted Total.....	126.2	125.8 ^r	122.9	+0.3	+2.7	Weighted Total.....	128.7	129.2	127.7	-0.4	+0.8
New Haven						Providence					
Food.....	137.2	137.4	135.7	-0.1	+1.1	Food.....	149.8	149.3	145.8	+0.3	+2.7
Housing ¹	105.3	105.3	105.3	0	0	Housing ¹	103.3	103.3	103.3	0	0
Clothing.....	136.2	136.2	130.8 ^r	0	+4.1	Clothing.....	135.6	135.3	134.7	+0.2	+0.7
Fuel and light.....	110.5	108.3	112.2	+2.0	-1.5	Fuel and light.....	111.9	109.6	114.5	+2.1	-2.3
Housefurnishings.....	128.6	128.5	128.2	+0.1	+0.3	Housefurnishings.....	126.7	126.7	126.2	0	+0.4
Sundries.....	111.5	111.5	111.8	0	-0.3	Sundries.....	126.3	125.7	125.9	+0.5	+0.3
Weighted Total.....	121.4	121.2 ^r	120.6	+0.2	+0.7	Weighted Total.....	129.0	128.5	127.7	+0.4	+1.0
New Orleans						Richmond					
Food.....	149.9	150.3	148.7	-0.3	+0.8	Food.....	165.7	165.2 ^r	157.5	+0.3	+5.2
Housing ¹	110.6	110.6	110.5	0	+0.1	Housing ¹	103.1	103.1	103.1	0	0
Clothing.....	135.3	135.2	133.7	+0.1	+1.2	Clothing.....	131.2	132.0 ^r	131.2 ^r	-0.6	0
Fuel and light.....	85.9	85.8	85.7	+0.1	+0.2	Fuel and light.....	106.4	106.0	104.8	+0.4	+1.5
Housefurnishings.....	124.7	124.8	124.6	-0.1	+0.1	Housefurnishings.....	121.6	121.6 ^r	121.2	0	+0.3
Sundries.....	123.1	123.1	122.5	0	+0.5	Sundries.....	119.8	119.8	119.9	0	-0.1
Weighted Total.....	130.5	130.7	129.7	-0.2	+0.6	Weighted Total.....	130.7	130.6 ^r	128.2	+0.1	+2.0
New York						Roanoke, Va.					
Food.....	142.4	144.3	138.9	-1.3	+2.5	Food.....	149.8	153.1	147.5	-2.2	+1.6
Housing ¹	100.8	100.8	100.8	0	0	Housing ¹	122.4	122.4	121.6	0	+0.7
Clothing.....	134.7	134.9 ^r	135.2	-0.1	-0.4	Clothing.....	134.5	134.4 ^r	133.3	+0.1	+0.9
Fuel and light.....	108.4	108.0	107.3	+0.4	+1.0	Fuel and light.....	110.4	109.8	107.9	+0.5	+2.3
Housefurnishings.....	134.1	133.2	132.7	+0.7	+1.1	Housefurnishings.....	125.4	125.4	123.2	0	+1.8
Sundries.....	123.7	123.6	123.8	+0.1	-0.1	Sundries.....	122.0	122.3	123.6	-0.2	-1.3
Weighted Total.....	126.3	126.9 ^r	125.0	-0.5	+1.0	Weighted Total.....	130.9	131.9 ^r	130.2	-0.8	+0.5
Omaha						Rochester					
Food.....	150.3	152.9	148.8	-1.7	+1.0	Food.....	151.4	151.8	145.7	-0.3	+3.9
Housing ¹	100.6	100.6	100.6	0	0	Housing ¹	103.9	103.9	103.9	0	0
Clothing.....	130.5	130.6 ^r	129.9	-0.1	+0.5	Clothing.....	135.4	135.0	131.3	+0.3	+3.1
Fuel and light.....	109.5	108.5	107.0	+0.9	+2.3	Fuel and light.....	125.1	123.9	118.6	+1.0	+5.5
Housefurnishings.....	144.6	143.9	142.4 ^r	+0.5	+1.5	Housefurnishings.....	139.1	139.0	139.0	+0.1	+0.1
Sundries.....	127.0	126.9	123.2	+0.1	+3.1	Sundries.....	130.9	130.9	128.7	0	+1.7
Weighted Total.....	129.0	129.6	127.0 ^r	-0.5	+1.6	Weighted Total.....	131.3	131.3	128.1	0	+2.5

¹Rents surveyed twice annually, June 15 and December 15. It is assumed no change has occurred since October 15, 1945.

^rRevised

COST OF LIVING IN SIXTY CITIES—Continued

Source: THE CONFERENCE BOARD

NOTE: These indexes do NOT show intercity differences in price level or standards of living. They show only changes in living costs in each city, which changes may be compared with those for other cities.

CITY	Index Numbers Jan., 1939=100			Percentage Changes		CITY	Index Numbers Jan., 1939=100			Percentage Changes	
	Mar. 1946	Dec. 1945	Mar. 1945	Dec. 1945 to Mar. 1946	Mar. 1945 to Mar. 1946		Mar. 1946	Dec. 1945	Mar. 1945	Dec. 1945 to Mar. 1946	Mar. 1945 to Mar. 1946
Rockford, Ill.						Spokane					
Food.....	151.7	152.1 _r	143.6	-0.3	+5.6	Food.....	146.2	148.7	142.7	-1.7	+2.5
Housing ¹	138.1	138.1	138.1	0	0	Housing ¹	102.0	102.0	102.0	0	0
Clothing.....	131.9	131.9	129.3	0	+2.0	Clothing.....	124.7	124.7	124.3	0	+0.3
Fuel and light.....	116.7	115.7	113.8	+0.9	+2.5	Fuel and light.....	134.9	134.7	134.3	+0.1	+0.4
Housefurnishings.....	131.4	131.4	131.3	0	+0.1	Housefurnishings.....	132.7	132.7	132.7	0	0
Sundries.....	124.4	123.3	122.4	+0.9	+1.6	Sundries.....	124.3	124.3	120.1	0	+3.5
Weighted Total.....	135.7	135.4	132.1	+0.2	+2.7	Weighted Total.....	129.4	130.2	126.9	-0.6	+2.0
Sacramento						Syracuse					
Food.....	150.4	151.5	146.8 _r	-0.7	+2.5	Food.....	146.8	146.7 _r	141.0	+0.1	+4.1
Housing ¹	105.7	105.7	104.1	0	+1.5	Housing ¹	116.3	116.3	116.2	0	+0.1
Clothing.....	144.2	142.7	140.6	+1.1	+2.6	Clothing.....	134.7	134.3	132.8	+0.3	+1.4
Fuel and light.....	77.5	80.8	80.8	-4.1	-4.1	Fuel and light.....	121.7	121.0	115.9	+0.6	+5.0
Housefurnishings.....	142.1	141.1	141.5 _r	+0.7	+0.4	Housefurnishings.....	131.1	130.6	130.6	+0.4	+0.4
Sundries.....	124.6	124.6	123.4	0	+1.0	Sundries.....	119.3	119.3	120.0	0	-0.6
Weighted Total.....	129.5	129.8	127.5 _r	-0.2	+1.6	Weighted Total.....	128.9	128.8	126.7	+0.1	+1.7
St. Louis						Toledo					
Food.....	146.8	148.7	144.1	-1.3	+1.9	Food.....	149.9	150.9 _r	144.1 _r	-0.7	+4.0
Housing ¹	105.8	105.8	105.8	0	0	Housing ¹	113.1	113.1	113.0	0	+0.1
Clothing.....	130.3	130.7	129.7 _r	-0.3	+0.5	Clothing.....	133.3	134.0	131.9 _r	-0.5	+1.1
Fuel and light.....	118.1	117.5	115.5	+0.5	+2.3	Fuel and light.....	110.1	109.7 _r	107.9	+0.4	+2.0
Housefurnishings.....	119.1	118.1	118.8	+0.8	+0.3	Housefurnishings.....	123.0	123.0	123.6	0	-0.5
Sundries.....	120.8	120.1	117.7	+0.6	+2.6	Sundries.....	133.4	129.9	129.2	+2.7	+3.3
Weighted Total.....	127.6	128.0	125.5	-0.3	+1.7	Weighted Total.....	132.7	132.0	129.4 _r	+0.5	+2.6
St. Paul						Wausau, Wis.					
Food.....	143.9	145.9	141.7	-1.4	+1.6	Food.....	157.6	157.9	154.4	-0.2	+2.1
Housing ¹	100.9	100.9	100.9	0	0	Housing ¹	102.7	102.7	102.7	0	0
Clothing.....	126.7	127.1	126.4	-0.3	+0.2	Clothing.....	143.9	144.0 _r	143.1	-0.1	+0.6
Fuel and light.....	109.4	109.0	106.6	+0.4	+2.6	Fuel and light.....	110.6	110.6	109.3	0	+1.2
Housefurnishings.....	129.1	128.3	127.8	+0.6	+1.0	Housefurnishings.....	125.6	125.6	125.6	0	0
Sundries.....	122.9	122.9	122.1	0	+0.7	Sundries.....	117.5	117.6	117.1	-0.1	+0.3
Weighted Total.....	124.8	125.4	123.6	-0.5	+1.0	Weighted Total.....	129.2	129.3	127.9	-0.1	+1.0
San Francisco - Oakland						Wilmington, Del.					
Food.....	149.3	152.9	145.8	-2.4	+2.4	Food.....	143.2	142.8	138.8	+0.3	+3.2
Housing ¹	100.9	100.9	100.9	0	0	Housing ¹	104.9	104.9	104.5	0	+0.4
Clothing.....	135.1	135.3	136.7	-0.1	-1.2	Clothing.....	137.2	134.1	132.2	+2.3	+3.8
Fuel and light.....	86.4	90.1	89.9	-4.1	-3.9	Fuel and light.....	107.0	105.8	105.4	+1.1	+1.5
Housefurnishings.....	125.0	125.0	124.2	0	+0.6	Housefurnishings.....	127.0	126.7	126.2	+0.2	+0.6
Sundries.....	127.9	123.6	124.2	+3.5	+3.0	Sundries.....	117.6	117.2	116.2	+0.3	+1.2
Weighted Total.....	129.4	129.3	127.4	+0.1	+1.6	Weighted Total.....	126.9	126.1	124.2	+0.6	+2.2
Seattle						Youngstown					
Food.....	153.9	153.1 _r	151.8	+0.5	+1.4	Food.....	157.1	157.6	153.5	-0.3	+2.3
Housing ¹	106.5	106.5	106.5	0	0	Housing ¹	105.6	105.6	105.6	0	0
Clothing.....	128.7	129.4	131.5	-0.5	-2.1	Clothing.....	145.0	145.8	145.0	-0.5	0
Fuel and light.....	111.3	110.4	109.3	+0.8	+1.8	Fuel and light.....	109.4	108.7	106.7	+0.6	+2.5
Housefurnishings.....	121.8	122.1	121.0	-0.2	+0.7	Housefurnishings.....	133.2	134.5	143.4	-1.0	-7.1
Sundries.....	122.1	122.1	121.2	0	+0.7	Sundries.....	117.8	117.8	116.8	0	+0.9
Weighted Total.....	129.7	129.5 _r	128.9	+0.2	+0.6	Weighted Total.....	130.9	131.1	129.8	-0.2	+0.8

¹Rents surveyed twice annually, June 15 and December 15. It is assumed no change has occurred since October 15, 1945.

_rRevised

PERCENTAGE CHANGES, COST OF LIVING IN FIVE CITIES

	Weighted Total		Food		Housing ¹		Clothing		Fuel and Light		Housefurnishings		Sundries	
	Dec. 1945 to Mar. 1946	Mar. 1945 to Mar. 1946	Dec. 1945 to Mar. 1946	Mar. 1945 to Mar. 1946	Dec. 1945 to Mar. 1946	Mar. 1945 to Mar. 1946	Dec. 1945 to Mar. 1946	Mar. 1945 to Mar. 1946	Dec. 1945 to Mar. 1946	Mar. 1945 to Mar. 1946	Dec. 1945 to Mar. 1946	Mar. 1945 to Mar. 1946	Dec. 1945 to Mar. 1946	Mar. 1945 to Mar. 1946
Evansville, Ind.....	-1.0	+2.1	-2.7	+0.5	0	0	-0.1	+1.1	+0.5	+1.3	-0.1	+0.9	-0.2	+5.2
International Falls, Minn..	-0.6 _a	+0.3 _b	-2.4 _a	+0.8 _b	0	0	-0.4 _a	+0.3 _b	+0.7 _a	+1.7 _b	+1.9 _a	+2.0 _b	+0.4 _a	-0.3 _b
Joliet, Ill. ²	0	+2.7	+0.1	+5.4	0	0	-0.2	+3.0	+0.5	+0.5	0	+0.7	0	+1.5
Lewistown, Pa.....	-0.4	0	-1.0	+0.2	0	0	+0.1	+1.4	0	+1.7	0	+1.0	0	-1.4
Trenton, N. J.....	+0.4	+2.3	+1.1	+2.8	0	0	-0.1	+2.9	+0.4	+4.3	0	+1.1	-0.2	+2.0

¹Rents surveyed twice annually, June 15 and December 15. It is assumed no change has occurred since October 15, 1945. ²Includes Lockport and Rockdale.

_aPercentage change November, 1945 to March, 1946. _bPercentage change February, 1945 to March, 1946.

Strikes and Turnover Rates

MAN days idle continued high during March, although they were below the unusual highs of the two previous months. Preliminary figures released by the Bureau of Labor Statistics show that 14 million man days were lost during March, as contrasted with 21,500,000 in February and 19,200,000 in January.

Although the March, 1946, total was 34.9% less than February, 1946, it was 1706.5% greater than March of last year. The average number of man days lost each month during 1945 was 3,169,000. The total for the first quarter of 1946 amounted to 54,700,000 man days, or 43.9% more than for all four quarters of 1945. It also was larger than the number of days lost

during any other year for which data are available—from 1926 to date.

During March 385 new strikes originated, 48.1% more than the 260 during February, three more than the 382 of March, 1945. The average number of workers per new strike was 338, or 34.4% less than the average of 515 in March, 1945, and 32.4% less than the February, 1946, average. Workers involved in March strikes amounted to 130,000, the same as in February, and 66,900 less than in March, 1945.

As can be seen in the table, "Strikes, Turnover Rates, and Production," final 1945 figures have been released by the Bureau of Labor Statistics. The monthly series and annual totals shown are only a

STRIKES, TURNOVER RATES AND PRODUCTION

Date	All Occupations			Production ² (1935-1939 =100)	Manufacturing					
	Strikes ¹				Turnover Rate per 100 Employees ¹					
	Beginning in Period		Man Days Idle During Period (Thousand)		Separations ³					Accessions ⁴
	Number	Workers Involved (Thousand)			Total	Quits ⁴	Miscella- neous ⁴	Discharges ⁵	Layoffs ⁵	
1935.....	2,014	1,117	15,456	87	42.74	10.37		2.29	30.08	50.05
1936.....	2,172	789	13,902	104	40.35	13.02		2.63	24.70	52.16
1937.....	4,740	1,861	28,425	113	53.11	14.97		2.38	35.76	42.59
1938.....	2,772	688	9,148	87	49.22	7.46		1.29	40.47	46.16
1939.....	2,613	1,171	17,812	109	37.71	9.52		1.52	26.67	48.85
1940.....	2,508	577	6,701	126	40.27	10.93	1.61	1.84	25.89	52.72
1941.....	4,288	2,363	23,048	168	46.68	23.63	4.15	3.04	15.86	64.51
1942.....	2,968	840	4,183	212	77.66	45.09	15.04	4.66	12.87	91.62
1943 ^a	3,752	1,981	13,501	258	86.86	62.11	10.56	7.12	7.07	89.64
1944.....	4,956	2,116	8,721	252	81.8	61.0	5.9	7.7	7.2	73.0
1945.....	r 4,750	r 3,467	r 38,025	214	99.6	60.9	3.7	7.3	27.7	75.7
1945 January.....	r 234	r 46.7	r 199	248	6.2	4.6	.3	.7	.6	7.0
February.....	r 279	111.0	r 388	249	6.0	4.3	.3	.7	.7	5.0
March.....	r 382	r 196.9	775	249	6.8	5.0	.4	.7	.7	4.9
April.....	r 431	r 305.5	r 1,472	245	6.6	4.8	.4	.6	.8	4.7
May.....	r 433	r 332.7	r 2,219	240	7.0	4.8	.4	.6	1.2	5.0
June.....	r 482	r 331.6	r 1,886	234	7.9	5.1	.4	.7	1.7	5.9
July.....	r 523	r 325.0	r 1,769	223	7.7	5.2	.4	.6	1.5	5.8
August.....	r 447	r 270.9	r 1,712	196	17.9	6.2	.3	.7	10.7	5.9
September.....	r 573	r 525.6	r 4,341	177	12.0	6.7	.2	.6	4.5	7.4
October.....	r 474	r 550.5	r 8,611	171	8.6	5.6	.2	.5	2.3	8.6
November.....	r 358	r 420.2	r 6,935	173	7.1	4.7	.2	.5	1.7	8.7
December.....	r 134	r 50.4	r 7,718	167	5.9	4.0	.2	.4	1.3	6.9
1946 January.....	p 325	p 1400.0	p 19,200	r 160	6.8	4.3	.2	.5	1.8	r 8.5
February.....	p 260	p 130.0	p 21,500	r 152	p 6.3	p 3.8	p .2	p .5	p 1.8	p 6.8
March.....	p 385	p 130.0	p 14,000	p 171	n. a.	n. a.	n. a.	n. a.	n. a.	n. a.

Note: For back figures, see *The Conference Board Management Record*, June, 1945, p. 172.

¹United States Bureau of Labor Statistics.

²Federal Reserve annual production data are averages of monthly figures.

³A separation is a termination of employment of any of the following kinds: quit, layoff, discharge, or miscellaneous. Transfers from one plant to another of the same company are not considered as accessions or separations.

⁴A quit is a termination of employment, generally initiated by the worker because of his desire to leave, but sometimes due to his physical incapacity. Beginning with January, 1940, separate rates were computed for miscellaneous separations: i. e., separations due to death, permanent disability, retirements on pensions, and similar reasons. Beginning with September, 1940, workers leaving to enter the Army or Navy were included in miscellaneous separations.

⁵A discharge is a termination of employment at the will of the employer with prejudice to the worker because of some fault on the part of the worker.

⁶A layoff is a termination of employment at the will of the employer, without prejudice to the worker and of a temporary, indeterminate, or permanent nature. However a short, definite layoff with the name of the worker remaining on the payroll is not counted as a separation.

⁷An accession is the hiring of a new employee or the rehiring of an old employee. Transfers from one plant to another of the same company are not considered as accessions or separations.

⁸Data on turnover rates since January, 1943, are not strictly comparable with previously released data. The rates now refer to all employees rather than wage earners only.

pPreliminary

n. a. Not available

rRevised

LABOR DISPUTES ORIGINATING IN APRIL, 1946

Incomplete report based upon information appearing in the press

Organization Affected	Union	Location	Date Begun	Date Ended	Number of Workers Affected	
Manufacturing, Building, and Mining						
Allis-Chalmers Manufacturing Company.....	CIO	(1)	4/30	..	a	¹ Boston, Mass.; La Crosse and Milwaukee, Wis.
Ampico Twist Drill Company.....	CIO	Jackson, Mich.	4	..	300	² Production workers and drivers
Anaconda Copper Mining Company.....	CIO	Butte, Mont.	9	4/18	3,500	³ Penna. and W. Va. lead the 23 soft coal producing states. Other important bituminous sources are Ala., Colo., Ill., Ind., Ky., N. M., Ohio, Tenn., Utah, Va., and Wash.
P. Ballantine & Sons ²	AFL	Newark, N. J.	18	..	900	⁴ Stinson Division
Briggs Manufacturing Company.....	CIO	Detroit, Mich.	5	7	16,613b	⁵ 2 plants
Brown Shoe Company.....	CIO	St. Louis, Mo.	8	..	550	⁶ Ranger Aircraft Engines Division
Buffalo Bolt Company.....	CIO	No. Tonawanda, N. Y.	22	..	1,300	⁷ Fisher Body plant
Charter Oak Stove & Range Company.....	AFL	St. Louis, Mo.	22	..	161c	⁸ Production and processing workers
Coal miners—bituminous.....	AFL	Nationwide ³	1	..	400,000	⁹ Jackson Bumper Division
Consolidated Vultee Aircraft Corporation ⁴	CIO	Wayne, Mich.	2	..	d	¹⁰ Hydraulic mines at Watkins Glen and Ludlowville, N. Y.
Con P. Curran Printing Company.....	AFL	St. Louis, Mo.	16	..	200e	¹¹ Bakers, helpers and packers
Dairy employees and drivers.....	AFL	Rochester, N. Y.	15	26	n.a.	¹² New Brunswick and Plainfield N. J., and Allentown, Pa.
Detroit Steel Products Company ⁵	CIO	Detroit, Mich.	25	..	1,100	¹³ Bus and trolley car operators
Fairchild Engine & Airplane Corporation ⁶	n.a.	Farmingdale, N. Y.	24	..	450	¹⁴ Street car and bus operators
General Motors Corporation ⁷	AFL	Trenton, N. J.	2	..	1,600f	¹⁵ Cab drivers
General Tire & Rubber Company.....	CIO	Akron, Ohio	22	..	1,600g	¹⁶ Firms affected were: Federal Drug Company, Kelly Drug Company, McKesson & Robbins, and the Rice Drug Company
The B. F. Goodrich Company ⁸	CIO	Akron, Ohio	24	..	900	¹⁷ Bus drivers
Hinkley-Myers Manufacturing Company.....	AFL	Jackson, Mich.	10	5/6	125h	¹⁸ Drivers and mechanics
Houdaille-Hershey Corporation ⁹	CIO	Jackson, Mich.	4	..	350	
International Salt Company.....	n.a.	(10)	22	..	270	
Larsen Baking Company ¹¹	n.a.	Brooklyn, N. Y.	22	..	115i	
Mack Manufacturing Company.....	CIO	(12)	29	..	6,500	^a Workers in plants located at Laporte, Ind., Norwood, Ohio, Pittsburgh, Pa., and Springfield, Ill., were already on strike and the total number idle in the 7 plants was approximately 27,000
Majestic Manufacturing Company.....	AFL	St. Louis, Mo.	22	..	170	^b Strike of 113 Briggs truck drivers made idle 12,000 employees of that company and 4,500 employees of the Chrysler Corporation
Mueller Brass Company.....	CIO	Port Huron, Mich.	4	..	2,400	^c About 150 production workers refused to cross the picket lines of 11 striking machinists
United States Rubber Company.....	CIO	Passaic, N. J.	17	4/18	3,000	^d Strike caused the plant to close but the actual number affected was not mentioned
Miscellaneous						
Akron Transportation Company ¹³	CIO	Akron, Ohio	1	8	450	^e 100 non-production workers refused to cross the picket lines of 100 striking production workers
Birmingham Electric Company ¹⁴	n.a.	Birmingham, Ala.	11	14	n.a. j	^f 1,000 CIO members refused to cross the picket lines formed by 600 AFL members
Bus drivers.....	n.a.	Spokane, Wash.	26	..	n.a. j	^g Strike of 200 curing-room workers made 1,400 other employees idle
Bus drivers and mechanics.....	CIO	Saginaw, Mich.	7	8	82	^h Beginning on April 10, the employees, reporting for work as usual every morning, quit in mid-afternoon. The strike actually began on April 12
Careful-Calumet Cab Company ¹⁵	n.a.	St. Louis, Mo.	1	..	14	ⁱ Deliveries in Queens, Staten Island, Brooklyn and northern New Jersey were affected
Department of Street Railways ¹⁴	AFL	Detroit, Mich.	1	7	5,200	
Drug warehousemen, drivers and helpers ¹⁵	AFL	Pittsburgh, Pa.	30	..	253	
Flint Trolley Coach, Inc. ¹⁷	CIO	Flint, Mich.	17	..	129k	
Inter-city Coach Line ¹⁷	AFL	Lansing, Mich.	12	17	n.a. j	
Municipal Service Department.....	n.a.	Portsmouth, Ohio	8	..	60l	
Peoples Cab Company.....	n.a.	Flint, Mich.	17	29	30	
Pontiac City Bus Lines ¹⁸	AFL	Pontiac, Mich.	10	11	67j	
Public works employees.....	AFL	Grosse Pointe Farms, Mich.	8	..	30	
Railway Express Agency.....	AFL	Detroit, Mich.	22	24	1,000	
Stonecutters.....	AFL	New York, N. Y.	1	..	700	
Street cleaners.....	AFL	Indianapolis, Ind.	15	..	n.a.	
Warehouse workers and truck drivers.....	AFL	Richmond, Va.	22	..	1,400	

jCity's transportation was paralyzed by the strike

kStrike cut off all public transportation

lGarbage and rubbish collections and repairs of streets and sewers were affected by the strike

n.a. Not available

portion of the data to be released at a later date. A discussion of these series will be presented in a later issue of *The Management Record*.

TRANSPORTATION STRIKES

The table, "Labor Disputes Originating in April, 1946," included ten transportation strikes, a considerably larger number than in previous months. The number of employees involved in each controversy, with one exception, was relatively small, but it represents the total number of persons responsible for vehicle operation of the public transportation systems involved.

The disputes forced large numbers of workers to resort to other means of getting to and from their

offices and plants with consequent loss of time. Department stores and other retail trade establishments in the areas affected reported a diminished volume of business.

Most widespread attention was given to the street railway strike in Detroit which involved 5,200 members of the Amalgamated Association of Street Electric Railway and Motor Coach Workers. The strike, which lasted from April 1 to April 7, involved both bus and street car operators. Transportation tie-ups also occurred in Akron, Birmingham, Spokane (Washington), Saginaw, Flint, Lansing (Michigan), and Pontiac.

Foremost in the current strike picture is the bituminous coal miners' strike which threatens at this

date to cause a national crisis in practically all phases of activity. The dispute started to simmer outwardly during the latter part of February and increased in temperature through March. Since April 1, when the miners struck, many discussions have taken place but little progress has been made. In the meantime production is being sharply reduced.

The contract signed by the miners and mine operators last year specified that either the union or the operators could file notice after March 1, 1946, that they wished to reopen the contract. A ten-day interval was to elapse after notice was given, following which a minimum of fifteen days' negotiations at a joint conference would be held. If at the end of this time it was felt that no further progress could be made, another notice could be filed by either side of their intention to end the agreement in five days. This made a total of thirty days, the number required by the Smith-Connally Act before a strike is called.

John L. Lewis, President of the United Mine Workers (AFL), filed notice on March 2, asking that a conference between the union and operators be held on March 12 at 11 a.m. in Washington. The topics to be discussed were wages, working conditions, and the recognition of supervisory employee bargaining units. At the same time he filed a formal notice with the National Labor Relations Board of the union's intention to strike on April 2.

The bituminous coal operators agreed to confer with the union, and in their reply made certain suggestions. They also asked for cooperation from the union, reminding it that the competition of other fuels was the union's problem as well. They stated that their consideration of the wage demands would depend on the amount of overtime necessary in the future.

As to supervisory employees, the operators said that their acceptance of the union shop in 1939 was accompanied by an agreement that the union would never demand that supervisors be included. NLRB handed down on March 7 a 2-to-1 decision that supervisory employees may have the protection of the Wagner Act if they choose, and as their bargaining agent, a national labor organization of production employees. This was one outcome of the dispute last fall between the Jones and Laughlin Steel Corporation's Vesta Mine and the United Clerical, Technical and Supervisory Employees, a division of District 50 of UMW, which led to a strike of approximately 200,000 miners and closed 255 mines.

On March 11, the union's 250-member policy committee adopted a program, which was worded in general terms and included the following:

1. Wages and shorter hours;
2. Creation of health and welfare program;
3. Adjustment of controversy affecting supervisory employees;

4. Increased vacation benefits;

5. Improved safety and compliance with various compensation and health laws.

They based their demands on rising living costs and the workers' desire for a share in the profits resulting from the industry's increased efficiency. One of the factors which the operators state is delaying proceedings today is the union's repeated refusal to make its demands more specific.

Conferences between union and operators began on March 12 with John L. Lewis spending about four days in preliminary discussion before presenting union demands. Negotiations continued for fifteen days without any progress.

On March 26, the union filed notice that it would cancel the existing contract in five days. Another notice sent to the locals stated that "no agreement will be in existence after the above given date [midnight, Sunday, March 31] until present negotiations are completed. Each member will be governed accordingly." It is well known that the miners will not work without a contract. The union announced on March 27, that maintenance men would be allowed to remain in pits to prevent deterioration of the properties. They were to be paid at the current wage scale, with any increases granted in the new contract made retroactive.

The government announced on March 28 that it had made no plans to seize the mines as was done last year after an eleven-day shutdown. At the same time it took over control of the shipment and distribution of soft coal.

April 2 was the first day that the miners actually refused to enter the mines. Approximately 400,000 workers struck on that day.

Steel companies were the first to feel the shortage of soft coal. Output of steel was reduced for the second time just as steelworkers had agreed to return to work following their long strike. Most heavy industries depend on soft coal, as well as companies supplying fuel to railroads and utility companies. By April 28, reports were being made of serious stockpile shortages in New York, Detroit, Pittsburgh, Boston, Chicago, Rochester, Buffalo, Baltimore and other centers and plans were formulated for sharp cutbacks in railroad freight and passenger transportation and reintroduction of lighting brown-outs.

By May 2, Charles O'Neill, spokesman for the coal operators, estimated the strike had cost the workers \$100,000,000 in wages during April—coal loss put at 54,000,000 tons.

On May 4, President Truman issued the report of the Office of War Mobilization and Reconversion terming the strike a "national disaster."

Mr. Lewis in a surprise move on May 10 ordered the miners to return to work under a two-week truce ending May 25. The terms included a request that

any wage increases granted would be made retroactive to cover this period. Later that day President Truman obtained an agreement from the miners and operators on the principle of a health and welfare fund. This action was followed by the acceptance by the operators of the truce.

By May 11, the freight and express shipments embargo was rescinded, although the order for a 25% cut in passenger traffic was retained.

While miners were slowly returning to work on May 13, Mr. Lewis demanded a 7% payroll levy to finance the health and welfare fund which the operators turned down. The greater majority of the miners did return to the mines but some groups delayed. The 18,000 Independent Progressive Mine Workers of America (not included in the 400,000) also returned to work, but for a longer period—until June 15.

Government seizure and operation of the mines which was discussed for a long time finally became a reality on May 21 when President Truman gave orders to this effect to Secretary J. A. Krug. The properties were taken over May 22 with Vice Admiral Ben Moreell in charge of operations.

Conferences were started on May 10 to discuss the drawing up of a new contract for anthracite miners. The same general procedures are being followed in these negotiations as were in the case of the soft-coal meetings. If a decision is not reached by the end of the month probably 75,000 more miners will be out on strike since the customary 30-day notice was filed, effective June 1.

MARY A. WERTZ
Statistical Division

Management Book Shelf

The Veterans' Best Opportunities. By Lt. Comdr. Edward R. Fiske, U.S.N.R. *Essential Books*, New York: Duell, Sloan and Pearce. \$2.50.

The veteran or any other person who is reviewing his vocational assets before deciding upon his future career will find a wealth of information and guidance in this book written by Lt. Commander Fiske.

The author anticipates and answers some of the many questions which confront the veteran or civilian who is weighing the advantages and disadvantages of self-employment. He discusses in detail many of the major factors which contribute to sound and successful business operation. One entire section is devoted to information and advice concerning specific fields of endeavor. Extensive source and reference materials are provided. The style is simple, direct and easily readable. E. M. S.

Labor Press Highlights¹

Avoid Strikes, Says Union Leader

Strikes can be avoided and should be, Daniel J. Tobin, President of the International Association of Teamsters, states in an article appearing in the *International Teamster*. He calls attention to the fact that "when a man, or a number of men, quit their jobs, the individual and his family loses, industry loses, and in most instances innocent people are inconvenienced." There are strikes that cannot be avoided, he says, "because of the attitude of the employers, but most strikes can be settled in conferences." Mr. Tobin believes that union officers in local unions should, in the interest of their members, tell them they are wrong if they turn down a "genuine" offer of conciliation or arbitration.

Merger in Office and Professional Fields

The Federation of Architects, Engineers, Chemists and Technicians has merged with the United Office and Professional Workers' Union, it is reported in the *Office and Professional News* (CIO). A new technical and scientific division, composed of 5,000 former members of the FAECT, has been created within the UOPWA, with Louis Alan Berne, former president of the FAECT, in charge of the division as a UOPWA vice president.

What Enemy Threatens Us?

American citizens have the right to ask and must be told the truth regarding the dangers that threaten our security "to such an extent that compulsory military training is necessary," according to Harvey W. Brown, International President of the International Association of Machinists in the *Machinists Monthly Journal*. He declares that "it is our right to know just who our dreaded enemy might be. Is it Great Britain or Russia or China?" The weapons of war, Mr. Brown declares, that have been developed during World War II "should show us the absolute necessity of a future of peace if our civilization is to continue."

AFL Criticizes Wage Control

Calling attention to the fact that collective bargaining was effectually suspended during the period of World War II, William Green and George Meany of the AFL charge that the formulas of the National War Labor Board "warped our wage structure by facilitating increases in the lower brackets only, thus reducing the differential between rates for less skilled and highest skilled." Their remarks appear in the *Weekly News Service* (AFL) as part of a report issued by AFL entitled "1945—An Epochal Year." Management and labor share the joint responsibility, they declare, to assist each other in bringing about a balanced economy for the

¹From the April labor press.

purpose of maintaining maximum levels of production, maximum employment with rates of pay "that will enable workers and all others to have maximum standards of living."

Train Union Stewards

Two hundred union shop stewards, along with other union officers and active union members, attended a series of classes held for one week at Lewiston, Maine, and Biddeford, Maine, according to *Textile Labor*. The Textile Workers' Union (CIO), which sponsored the course, states that "training institutions such as these will help us make our union strong so that we can finish the job of getting equality for the cotton textile workers of Maine."

CIO Reports on Russian Unions

Piece rates and rates of output per worker in the Soviet Union are determined after the workers are consulted, according to a statement by the eleven-man CIO delegation that visited Moscow and Leningrad in October, 1945. The report describes the type of collective bargaining, price control, social security programs and reconstruction progress observed by the CIO delegation while they were in the Soviet Union. *The CIO News*.

Criticizes Russian Unions

Max D. Danish, editor of *Justice*, official organ of the International Ladies' Garment Workers (AFL), in commenting on the recent report by the CIO delegation to the Soviet Union, states that "the CIO travelers learned during the eight days of friendly observation that Russian labor unions are actually part of the government; that an individual dissatisfied with his government-fixed wage keeps mum, if he knows what's good for him; that there are no strikes because they are strictly forbidden. Which reminds us quite forcibly that the knowledge of these basic facts prompted the American Federation of Labor years ago to refuse the admission of the Russian unions into the old International Federation of Trade Unions, and why last year it declined to join the so-called World Federation of Trade Unions where the Russian unions now form a substantial if not a dominant segment."

CIO Political Action

"A political day of reckoning . . . for reactionary Congressmen who have sought to destroy labor and strangle the policies laid down by the late President Franklin D. Roosevelt" will be sought through the Political Action Committee of the CIO, it is stated in *The Dispatch*, official publication of the International Longshoremen and Warehousemen's Union (CIO).

Sees Thirty-hour Week

A swift realization of the thirty-hour week as an economic necessity and the possibilities of an even shorter week in "the atomic age to come" are forecast by President William Green of the American Federation of Labor in the *AFL Weekly News Service*.

Foremen Gain Concessions

Foremen are to receive overtime pay after eight hours and for Sundays and holidays under the terms of a collective-bargaining agreement negotiated between the Boston and Maine Railroad and the AFL Railway Employees' Department for foremen in the carriers' shops. Provision is also made for a two-week paid vacation, insurance paid by the company covering losses from sickness and accidents, bulletining of foremen vacancies so workers can bid for the jobs, and in the reduction of the foremen work force according to principles of seniority. Standard grievance procedures comparable to those in use for the shop men become part of foremen management grievance procedure, along with fixed pay rates and a provision that when increases are granted to shop men identical raises shall be given to the foremen. The agreement covers supervisory employees below the rank of general foremen. *Labor* (railroad brotherhoods).

AFL Opens Southern Campaign

The American Federation of Labor has announced in its *Weekly News Service* a southern drive to organize one million new members into AFL unions next year. The drive is to be directed by George L. Googe, AFL Southern representative, and executive officers of twelve southern State Federations of Labor. A. A. D.

Management Book Shelf

The Truth about Unions. By Leo Huberman. New York: Pamphlet Press, (Division of Reynal and Hitchcock). \$1.00.

This book contains some good data relating to the structure of CIO unions, but leaves a lot unsaid in analyzing AFL attitudes and union structure. The author indicates in his preface that he believes in labor unions because they serve a useful and important function in our society and he states further that much of what appears in his book "has been kept from you."

Mr. Huberman quotes a decision by the United States Supreme Court, in 1937, to the effect that "long ago we stated a reason for labor organizations. We said that they were organized out of the necessities of the situation; that a single employee was helpless in dealing with an employer . . . that union was essential to give laborers opportunity to deal on an equality with their employer." This thought runs through the entire book.

In his chapter entitled "A Voice in 'Laying Down the Rules,'" case histories relating to foremen's and employees' attitudes are cited. In a chapter on "How

Collective Bargaining Works," the author states that although there are thousands of collective-bargaining agreements in the United States that are drawn up to fit special conditions suited to each industry, yet "five essential items will be found in most agreements." They are the preamble, union security, wages, hours and working conditions, machinery for handling disputes, and duration of agreement. There are, of course, various types of clauses under each one of the above headings listed by Mr. Huberman.

In the beginning of the chapter on "Dictatorship or Democracy," he comments on the statement: "Employers say unions interfere with their right to run their business their own way" in the following fashion: "That's true. That's precisely what unions do." When a union appears as the bargaining representative of a group of employees, collective bargaining develops and collective bargaining means that both the employees and employers make certain decisions affecting wages, hours and working conditions, while in the past they were in most instances made by management alone.

In Chapter IV, the author reviews history in presenting the attitude of the courts regarding unions. Until 1842, courts ruled that workers could not join unions, an attitude that did not prevent them, however, from joining. Then in 1842, the Supreme Court of Massachusetts ruled that it was not against the law for workers to join unions "unless their unions did anything that was intended to hurt the employer."

This chapter also deals with the employee blacklist, quoting some of the report of the La Follette Investigating Committee. A list compiled in 1937 by a nationally known detective agency showed that out of "303 secret operatives in their employ, 132 were members of trade unions, and 47 of them were officials of those unions." Of the 47 who were officials of the unions, six were union presidents; five, union vice presidents; one, a union treasurer; three, union secretaries; nine, recording secretaries; and six were trustees. The author quotes a statement reputedly made by an employers' organization representative before a group of his colleagues in 1911 that "the American Federation of Labor is engaged in open warfare against Jesus Christ and his cause." Such factors contributed, says Mr. Huberman, toward the passage of the National Labor Relations Act in July, 1935.

Some labor observers feel that bringing the skeletons out of the closet, as Mr. Huberman does, tends to disestablish good collective-bargaining relations, while others believe that the current scene must always be analyzed in the light of the past. As one trade union leader has commented: "There is the danger of employer-employee friction over collective bargaining reaching the same depths as in the past if the evils of the past are not mentioned periodically." Another labor leader represents the opinion of many col-

leagues in both the CIO and AFL by stating that "the best collective bargaining defensive is a stronger offensive." Thus, many top leaders of American labor unions in both the AFL and CIO and in some independents do not believe that the majority of American employers have completely accepted the principle of collective bargaining and are convinced that, until there is a complete acceptance, friction varying from mild to extreme will continue.

In Chapter 8, entitled "Joe Worker Joins Local 1276," the union experiences of the individual employee is portrayed. The structure of the entire CIO from national office to city and state industrial union councils and the locals are indicated very ably through excellent word descriptions and charts. A brief analysis of AFL structure is given as well.

The relative importance of skill in production and its effect on industrial unionism is touched upon in the chapter on "Craft vs. Industrial Unions." Other chapters discuss the railroad brotherhoods, jurisdictional disputes, feather bedding, racketeering, and the closed shop.

A chapter entitled "A Company Stooge" describes an NLRB case history at which an individual employee said at a hearing, "I am a stooge." A report by the Bureau of Labor Statistics on company unions is cited to the effect that "most of the company unions studied relied entirely upon management for their finances."

A chapter on strikes does not go much beyond the fact that "labor has kept its no-strike pledge" during World War II and that "the constitutions of most unions specify that a strike cannot be called unless two thirds of the workers involved have voted for it and approval has been secured from the president of the executive board of the national union." Mr. Huberman does not mention differences of opinion within unions that sometimes result in outlaw or wildcat strikes. Generally, he says, "workers will not vote for a strike unless everything else has been tried first and conditions are so bad that there is no other way out." The right to strike is implicit in the Constitution of the United States, according to Mr. Huberman, and he says that "without it, freedom is nothing more than a word."

Mr. Huberman states in the last chapter that unions are an absolute necessity, and points out that wherever Fascism arose the first thing that happened when power was seized was the smashing of the trade unions. Mr. Huberman emphasizes the dangers of Fascism to trade unions but there are others who believe that any totalitarian form of government—Fascist, Communistic, or what have you—means the death knell for true collective bargaining.

A directory of American labor unions, classified according to industry and affiliation as of 1944, is listed in this book. A. A. D.

Building a Sales Training Plan. By Edward J. Hegarty, New York: McGraw-Hill Book Company. \$2.00.

It is possible to find a large selection of articles on successful sales training programs. In most of them the individual author's enthusiasm for the achievement of his own training program, or his advocacy of specific tools and devices used in the successful operation of his training course is evident. In spite of the good ideas presented in such articles, however, they are very often likely to leave the reader asking: "But will the plan work with equal success in my company?"

The author, who is manager of sales training for the electric appliance division of Westinghouse Electric Corporation and an active member of the National Society of Sales Training Executives, is aware of the pitfalls involved in trying to adapt the features of an established training program in one company to the needs of another company. At the outset, he emphasizes the need for building a tailor-made plan to fit company characteristics of organization, distribution, methods of sale and compensation. But any training plan made to fit a special need will, he contends, rest on certain basic fundamentals which are common to all training programs.

These fundamentals are offered in the form of a check list of twelve training principles. They were not conceived by the author alone, but represent the exchange of comments and ideas with other sales training executives who cooperated with the author in his discussion of each of these principles.

The author has assumed that any company, before launching a sales training program, will first make a thorough job analysis of its selling positions and use a scientific selection and testing program to see that salesmen meet special requirements for the type of selling at which the program is aimed. While this assumption might discourage a large number of sales executives whose selection and testing procedure is carried out informally, it does not lessen the importance of training principles in organizing a new plan or reorganizing an old one. E. W. E.

Management Reading

"The Labor Front in Sweden," by Naboth Hedin, *The American Scandinavian Review*, Spring, 1946. This analysis and review of the collective-bargaining picture of the past and present in Sweden shows that the membership of the main federation of labor exceeds one million. The article points out that "there is no nationwide split in Swedish organized labor as there is in the United States. Consequently, the offices of the federation can speak for practically all manual workers." Jurisdictional strikes are unknown in Sweden, although there are occasional wild-cat strikes. Feather-bedding and the checkoff

of union dues are reported as practically unknown in Sweden.

Organized labor in Sweden has had time to grow up and discipline itself, Mr. Hedin says, and labor has thereby gained much good will and the respect of the public at large. Swedish employers have contributed much to this state of affairs because "instead of continuing to antagonize organized labor in general, they have organized themselves along the same national and industrial lines as the workers for the express purpose of bargaining on a nationwide basis, and thereby holding the labor demands within reasonable bounds."

The Swedish Employers' Association is in constant touch with developments on the labor market and labor legislation, and one of its functions is to lay "strategic plans for offensive actions through lockouts as well as defensive ones in case of strikes. No labor contract signed by any member is valid until approved by the Association."

Admirers of the Swedish middle way are oftentimes confronted with the argument that the reason the Swedish system cannot be introduced within our economy is that we are not as homogeneous a people as they—an argument that tends to evoke continuous discussion when it arises.

Although some of the rights and practices of employers and employees have been approved by law, neither the labor unions of Sweden nor the Employers' Association have to date been incorporated. On December 20, 1938, a basic collective-bargaining agreement was signed. This agreement has been referred to by Gerard Swope, former president of the General Electric Company, as "a new high level in voluntarily negotiated agreements by the employers and workers."

The agreement provides (1) some guarantee against the interruption of essential public services during labor disputes; (2) an effort to minimize the resort to coercive measures, *i.e.*, strikes, lockouts, boycotts and picketing; (3) limitations on "secondary boycotts"; (4) rules in regard to dismissals and layoffs. This basic agreement does not limit the right of labor to strike nor the right of employers to declare a lockout, which are still kept within "the domain of free enterprise." It seems that this basic agreement was formulated to "forestall legislation to compel labor peace."

Organized labor maintains a special folk school at Brunnsvik in Dalecarlia for the education of future labor leaders, and has its own press with a daily circulation of over a million copies.

Labor is also organized politically, and in the national political elections of 1944 it polled 47% of the total national vote, which gave it secure majorities in both chambers of the Riksdag and control of the government. The Social Democratic party of Sweden seems to be the party which represents labor unions, although many supporters of the Social Democrats are not members of labor unions. The Social Democratic party, an off-shot of the Second International, has as its announced aims international Socialist policies. In the last few decades, however, a staunch nationalistic sentiment seems to have replaced much of the international ideology associated with Social Democratic thought, and the Swedish Social Democratic Federation has been no exception to this trend. A. A. D.

Wage-increase Announcements¹, March 14 to April 30, 1946

Source: Daily Press and Various Periodicals (Details of application of increase to wage rate not available unless otherwise specified.)

Company	Location	Amount of Increase	Number Affected	Remarks
Aircraft, Automotive and Parts				
Bendix Aviation Corporation..... (Red Bank Plant)	Red Bank, N. J.	15¢/hr.	....	Other unspecified benefits
Bendix Aviation Corporation..... (6 plants)	Various	18½¢/hr.	10,000	Retroactive 2/18/46. Covers Zenith Carburetor plant in Detroit; Bendix plants in Owosso, Mich., Norwood, Mass., Elmira, N. Y., Hollywood, Calif., South Bend, Ind. (UAW-CIO)
Consolidated Vultee Aircraft Corporation	San Diego, Calif.	15%	....	Increase in individual rates and labor grade ranges for office and technical employees. Beginners rate now adjusted to a 68¢-86¢ range in 6¢ steps. Approved by WSB
Douglas Aircraft Company, Inc.....	Santa Monica, Calif.	15%	....	Increase in individual monthly salaries and monthly salary rate ranges for engineering employees
Fairchild Engine and Airplane Corporation	Hagerstown, Md.	10¢/hr.	....	Increase in individual rates and rate ranges for certain office, technical, and clerical classifications excluded from white-collar employees' bargaining unit. Approved by WSB
G and A Aircraft, Inc.....	Willow Grove, Pa.	12¢/hr.	415	Approved by Philadelphia WSB. Former job rate ranges converted to single rates. (UAW-CIO)
*Hercules Motors Corporation.....	Canton, O.	18½¢/hr.	2,553	Approved by Cleveland WSB
International Harvester Company..... (11 plants)	Various	18¢/hr.	30,000	Subject to union ratification. Similar increase accepted by 6,000 production and maintenance workers at Milwaukee plant represented by AFL. (United Farm and Metal Workers of America-CIO)
Kellett Aircraft Corporation.....	Upper Darby, Pa.	5¢/hr.	520	Approved by Philadelphia WSB. Total increases since V-J day equal 15%
Ohio Crankshaft Company.....	Cleveland, O.	18½¢/hr.	1,500	Maintenance of membership and improved vacation plan. Also 10% increase to 300 other wage earners and salaried workers. (UAW-CIO)
Ryan Aeronautical Company.....	San Diego, Calif.	17¢/hr.	....	Employees earning a basic rate of \$1.15 or more; 16¢/hr. increase to those earning \$1.10 or less. Corresponding increases in minimum and maximum job rate ranges. Approved by WSB. Carries out co-union agreement to increase earnings of employees 15% over V-J day. (UAW-CIO)
Stewart-Warner Corporation..... (automotive parts)	Chicago, Ill.	10¢-25¢/hr.	4,200	Also increase 15.6¢/hr. (average) to 713 office and technical employees under revised labor grade system. (UEW-CIO)
Studebaker Corporation.....	Los Angeles, Calif. South Bend, Ind.	6½¢/hr.	9,152	To production workers. About 9,000 employees will be affected at home plant, South Bend, Ind. Approved by RWSB. Company and union had agreed on 5¢/hr. increase 3/11/46 and an additional 1½¢/hr. for correction of intra-plant inequities. On 1/24/46 12¢/hr. interim increase. Total since V-J day 18½¢/hr. (UAW-CIO)
*Thompson Products Company..... (aircraft parts)	Detroit, Mich.	18¢/hr.	1,150	
United Aircraft Corporation.....	East Hartford, Conn.	15%	9,000	Approved by WSB for pricing purposes. 10% immediately; 5% effective on review of employee's performance within 60 days. Constitutes further details of previous announcement. (UAW-CIO)
Building Trades, Building Materials				
Baltimore Brick Company.....	Baltimore, Md.	15¢/hr.	125	Approved by Philadelphia WSB. Applies to 13 other plants within jurisdiction of regional board making some rates as high as 90¢/hr. Increase can be used in seeking OPA price relief
Building Trades Employers' Association.	Milwaukee, Wis.	12½¢/hr.	750	Structural iron workers, ornamental iron workers, riggers and machinery workers will receive \$1.70/hr.; rodmen will receive \$1.56¼/hr. Corresponding increases to foremen. (Iron Workers Union-AFL)
Continental Diamond Fibre Company.. (insulation material)	Valparaiso, Ind.	16¢/hr.	400	(International Association of Machinists)
Harbison-Walker Refractories Company. (4 plants)	Clearfield, Pa.	18½¢/hr.	800	(United Stone and Allied Products Workers of America-CIO)
*Johns-Manville Corporation.....	Manville, N. J.	13½¢/hr.	2,400	(International Chemical Workers Union-AFL)
*Johns-Manville Products Corporation..	Waukegan, Mich.	14½¢/hr.	1,300	Production workers. (International Chemical Workers Union-AFL)
McLain Fire Brick Company..... (6 plants)	Ohio and Penna.	18½¢/hr.	600	Provides for paid vacations; 92¢/hr. minimum wage; 4¢/hr. differential for 2nd shift; 6¢/hr. differential for 3rd shift. Approved by WSB. (United Brick and Clay Workers Union-AFL)
Municipal Contractors Association..... (40 contractors)	St. Louis, Mo.	12½¢/hr.	1,200	Steamfitters, including foremen, employed by heating, plumbing and air conditioning contractors. Workers formerly received \$1.75/hr.; foremen formerly \$2.00/hr. General foremen sent on out-of-town jobs will have all expenses paid by contractors. Increase subject to WSB approval. (Steamfitters' union-AFL)
Painting Contractors Association.....	Milwaukee, Wis.	20¢/hr.	1,400	Painters' wages increased from \$1.30 to \$1.50/hr. Additional 5¢/hr. to swing stage rate. (Painters' union-AFL)
Ruberoid Company..... (roofing material)	Joliet, Ill.	18½¢/hr.	600	Seniority rights recognized. Prior rates from 92½¢- \$1.36/hr. (Material Workers Union-Ind.)

See page 192 for footnotes

WAGE-INCREASE ANNOUNCEMENTS¹, MARCH 14 TO APRIL 30 1946—Continued

Company	Location	Amount of Increase	Number Affected	Remarks
*Stark (James E.) Lumber Company....	Memphis, Tenn.	5¢/hr.	200	Retroactive 1/1/46. Modified union shop. Vacation plan of 1 week for 1 year; 2 weeks for 5 years of service unofficially reported. (Woodworkers' union-CIO)
Building contractors (St. Louis and St. Charles counties)	St. Louis, Mo. area	25¢/hr.	5,000	New wage \$1.95/hr. for carpenters. WSB approval required. (Carpenters union-AFL)
*Building trades employers..... (5 Michigan counties)	Detroit, Mich.	(See remarks)	8,000	\$1.82½/hr. new wage rate for carpenters. Approval of WSB still required. (Carpenters' District Council-AFL)
*Construction work employers.....	Various	18½¢/hr.	36,000	Workers in brick, stone, cement and allied yards and plants east of the Mississippi River. Effective 1/1/46. (United Stone & Allied Products Workers of America-CIO)
Granite Cutters' employers..... (cemetery headstones)	New York City	(See remarks)	738	New wage is \$14/day. Four paid holidays. (Granite Cutters International Assn. of America-AFL)
Electrical				
Columbia Recording Corporation.....	Kings Mills, O.	18½¢/hr.	....	Closed shop; 6 paid holidays; 4 months maternity leave; 10¢/hr. bonus to night shift. (UEW-CIO)
*Crescent Industries, Inc..... (radio parts)	Chicago, Ill.	15¢/hr.	225	11¢/hr. allowable for price relief following approval by RWSB
Electric Boat Company..... (Elco Yacht Division)	Bayonne, N. J.	18¢/hr.	2,500	Retroactive to 12/4/45. (Elco Works Employees Assn.)
*Exide Battery Company.....	Chicago, Ill.	18½¢/hr.	80	6 paid holidays. (UEW-CIO)
*G. & W. Electrical Specialties Company	Chicago, Ill.	18½¢/hr.	150	(USA-CIO)
General Electric Company.....	Various	\$7.40/wk.	....	Salaried workers earning less than \$5,000/yr. and not members of a union. Increase equivalent to 18½¢/hr. recently granted UEW-CIO hourly paid workers. Approved by WSB. In addition to 12/31/45 increase granting 10% or 10¢/hr. (whichever was greater) up to maximum of \$300/yr.
*Mallory (P. R.) Company..... (electrical equipment)	Indianapolis, Ind.	(See remarks)	"95% of salaried employees"	Increases will total \$300,000 annually. Allocation of increases determined by job evaluation study. Retroactive 2/1/46. Hourly paid workers not included in present increase
National Electric Products Corporation.	Pittsburgh, Pa.	18½¢/hr.	1,700	Retroactive 1/1/46. Approved by RWSB
*Pioneer Gen-E-Motor Company.....	Chicago, Ill.	20¢/hr. (average)	450	Production workers. (UEW-CIO)
*Reliance Electric & Engineering Company	Cleveland, O.	11¢/hr.	....	Company agrees to match any increase up to 18½¢/hr. on basis of any settlement that may be made between UEW-CIO and Westinghouse Electric Corp. Retroactive 1/1/46. Salaried workers \$20/mo. with overtime adjustments
*Union Switch and Signal Company.....	Swissvale, Pa.	18½¢/hr.	....	Company is subsidiary of Westinghouse Air Brake Company where similar increase was previously announced. New hiring rate 96½¢/hr. for men; 78½¢/hr. for women; 98½¢/hr. for male foundry workers. Contract runs until April, 1947. (UEW-CIO)
Westinghouse Electric Corporation.....	Pittsburgh, Pa.	17½¢/hr.	15,000 (total)	Salaried employees. No-strike clause. (Federation of Westinghouse Independent Salaried Unions)
		\$7/wk. or \$30.30/mo.	7,000	Non-union employees on 40 hr. week. Smaller increases if less than 40 hr. week.
			3,200	Supervisory employees. Amount of increases to be announced by local managements
*White Sewing Machine Company.....	Cleveland, O.	17½¢/hr.	500	(UEW-CIO)
Foods				
Mrs. Smith's Pie Company.....	Philadelphia, Pa.	7½¢/hr.	200	Three classifications
Puritan Pies, Inc.....		5¢/hr.	(total)	Two classifications
Wassel Pie Bakery.....				Retroactive 11/1/45. Night differential of 5¢/hr. Further increase of 5¢/hr. 11/1/46. (Bakery and Confectionery Workers Union-AFL)
National Sugar Refining Company.....	Various	10¢/hr.	4,400	Subject to approval of NWSB. (United Sugar Refinery Workers-CIO)
American Sugar Refining Company.....				
*Dairy operators.....	Detroit, Mich.	18¢/hr.	....	NWSB must decide amount of increase to be used for price relief application. (Dairy Workers Union-CIO)
Metals and Metal Products				
Allis-Chalmers Manufacturing Company	Oxnard, Calif.	13½¢/hr.	....	First plant to sign at this figure; other 6 plants have not. Contract to run 2 years. WSB approval required
	Various	13½¢/hr. 14¢/hr.	10,000	Production workers
				Office workers
				Office workers and production workers not represented by bargaining units. Approved by WSB. General 5¢/hr. increase given last October
Aluminum Industries, Inc.....	Cincinnati, O.	18½¢/hr.	1,200	(USA-CIO)
*American Fork and Hoe Company.....	Memphis, Tenn.	13¢/hr.	....	In addition to 5½¢/hr. increase granted 12/45. Half of current increase retroactive 1/1/46. (USA-CIO)

WAGE-INCREASE ANNOUNCEMENTS¹, MARCH 14 TO APRIL 30, 1946—Continued

Company	Location	Amount of Increase	Number Affected	Remarks
American Locomotive Company.....	Auburn, N. Y.	18½¢/hr.	....	Same increase previously granted workers at Schenectady and Dunkirk plants. (USA-CIO)
*American Stove Company.....	Lorain, O.	18¢/hr.	600	(USA-CIO)
Belfield (H.) Company..... (valve manufacturers)	Philadelphia, Pa.	18½¢/hr.	200	(USA-CIO)
*Bohn Aluminum and Brass Corporation (Plant 1)	Detroit, Mich.	\$32.50- \$50/mo.	60	Foremen. Grievance procedure granted. Union recognition refused. Strike settled by U. S. Conciliation Service. (Foremen's Ass'n of America)
Buffalo Forge Company.....	Buffalo, N. Y.	18½¢/hr.	312	"White collar" employees. Based on steel industry wage pattern. Approved by RWSB
*Canton Malleable Iron Company.....	Canton, O.	18½¢/hr.	225	Approved by Cleveland WSB
*Chase Brass & Copper Company.....	Euclid, O.	18½¢/hr.	1,700	New wage rates effective for 1 year. Approval of WSB required. (International Ass'n of Machinists)
Cleveland Cap Screw Company.....	Cleveland, O.	18½¢/hr.	400	No union
*Cleveland Hobbing Machine Company.....	Cleveland, O.	5%	217	
*Deere & Company..... (machinery)	Moline, Ill.	7.7¢/hr.	3,000	Wage earners and piece workers. In addition to 10% general increase awarded last fall. Similar increase to 600 nonunion employees. (UAW-CIO)
Dole Refrigerating Company.....	Chicago, Ill.	18½¢/hr. (average)	200	Contract includes maintenance of membership. (UAW-CIO)
Fales (L. F.) Machine Company.....	Walpole, Mass.	18½¢/hr.	125	(USA-CIO)
Foot Gear and Machine Corporation...	Chicago, Ill.	15¢/hr.	....	Two-year contract. (UEW-CIO)
Frazier & Jones Company..... (iron castings)	Solvay, N. Y.	18½¢/hr.	260	23½¢/hr. increase to second shift workers. Liberalized vacation plan. (USA-CIO)
Gibson Spring Company.....	Chicago, Ill.	18½¢/hr.	600	(USA-CIO)
Greenville Steel Car Company.....	Greenville, Pa.	18½¢/hr.	500	Retroactive 1/25/46. 9½¢/hr. adjustment for first 3 weeks of the year. Additional increases of from 2¢-17½¢/hr. granted 44 employees in correct inequities. Approved by RWSB
*Hartwell Brothers..... (tool handles)	Mathews and Fairfax, Tenn.	5¢/hr.	200	Retroactive 1/1/46. (International Woodworkers of America-CIO)
*Heil Company..... (steel processing)	Milwaukee, Wis.	18½¢/hr.	1,700	Approved by WSB
Hub Stamping & Manufacturing Company	Chicago, Ill.	18½¢/hr.	40	(USA-CIO)
Hughes Tool Company.....	Houston, Tex.	17¢/hr.	3,000	Elimination of job inequities. (USA-CIO)
*Indianapolis Drop Forging Company.....	Indianapolis, Ind.	15¢/hr.	175	(USA-CIO)
*Jones (W. A.) Foundry & Machine Company	Chicago, Ill.	5¢/hr.	225	Further negotiations to adjust other disputed issues. (UAW-CIO)
Landsdowne Steel and Iron Company..	Morton, Pa.	11¢/hr.	130	Production and maintenance employees. Also \$4.40/wk. increase to white collar workers. Retroactive 2/25/46. Approved by Philadelphia WSB
Link-Belt Company.....	Indianapolis, Ind.	16¢/hr.	3,500	8¢/hr. retroactive 1/1/46. Office workers (also union members) receive \$28/mo. increase. (USA-CIO)
*Mather Stock Car Company.....	Chicago Ridge, Ill.	18½¢/hr.	298	(USA-CIO)
Thompson & Bremer Company.....	Chicago, Ill.		(total)	
Farrell Manufacturing Company.....	Joliet, Ill.		270	Production and salaried workers. Retroactive 2/1/46. Approved by RWSB
Mathews Conveyor Company.....	Ellwood City, Pa.	18½¢/hr.	270	(USA-CIO)
*McAlear Company (steel).....	Chicago, Ill.	18½¢/hr.	100	
*National Lead Company..... (Magnus Metal Division)	Detroit, Mich.	18½¢/hr.	60	Retroactive 2/15/46. (UAW-CIO)
*National Malleable & Steel Castings Company	Cleveland, O.	10¢/hr.	1,462	An additional 8½¢/hr. increase within 90 days. Approved by Cleveland WSB
*National Malleable & Steel Castings Company (two plants).....	Chicago, Ill. area	18½¢/hr.	3,500 (total)	Retroactive increases in varying amounts. (UAW-CIO)
American Brake Shoe Company (two plants).....				
Wyckoff Steel Company.....				
Crown Stove Company.....				
Mississippi Valley Structural Steel Company.....				
*Ohio Brass Company.....	Mansfield, O.	18½¢/hr.	700	(UEW-CIO)
*Ohio Malleable Iron Company.....	Columbus, O.	18½¢/hr.	400	Production workers. (USA-CIO)
*Ohio Seamless Tube Company.....	Shelby, O.	18½¢/hr.	500	(USA-CIO)
Oliver Corporation..... (auto parts)	South Bend, Ind., Charles City, Ia.	18¢/hr.	1,400 (South Bend plant)	3 hours' call-in pay. Liberalized vacation plan. New overtime provisions. Approved by WSB for price relief purposes. (Farm Equipment Workers-CIO)
Pass and Seymour, Inc.....	Solvay, N. Y.	4.15¢/hr.	482	All hourly and piece-rate workers. Based on increase in cost of living. Approved by RWSB
Pettibone Mulliken Corporation..... (railway supplies)	Chicago, Ill.	15¢/hr.	900	Production workers. ("several" AFL unions)
Pittsburgh-DuBois Company..... (machinery)	DuBois, Pa.	15%	420	Retroactive 3/1/46. Approved by RWSB
Powell (William) Company..... (metal fabricators)	Cincinnati, O.	18½¢/hr.	1,800	(USA-CIO)
*Pressed Steel Tank Company.....	Milwaukee, Wis.	14¢-15¢/hr.	700	With bonus payment increases will amount to 18½¢ and 19½¢/hr. 5¢/hr. retroactive from 11/1/45 to 12/31/45; 10¢/hr. retroactive from 1/1/46 to 3/13/46. Maintenance of membership and checkoff continue in effect. (USA-CIO)
Pullman-Standard Car Manufacturing Company	Chicago, Ill.	18½¢/hr.	3,500	Retroactive 3/15/46. Same increase to 500 employees at Worcester, Mass. plant and 2,000 employees at Birmingham, Ala. plant. (USA-CIO)

WAGE-INCREASE ANNOUNCEMENTS¹, MARCH 14 TO APRIL 30, 1946—Continued

Company	Location	Amount of Increase	Number Affected	Remarks
Pullman-Standard Car Manufacturing Company	Hammond, Ind.	18½¢/hr.	700	(USA-CIO)
Revere Copper & Brass, Inc.	Chicago, Ill.	18½¢/hr.	1,200	Production workers. Time and ½ for Saturday work and double time on holidays for standby personnel. (UAW-CIO)
Roberts Brass Manufacturing Company	Detroit, Mich.	18½¢/hr.	....	(UAW-CIO)
Calumet & Hecla Corporation..... (Wolverine Tube Division)	Indianapolis, Ind.	13½¢ 17½¢/hr.	1,100	(USA-CIO)
*Schwitzer-Cummins Company.....	Waterbury, Conn.	18½¢/hr.	4,300	Increase also given to 130 employees at Sturgis, Mich. plant. (Mine, Mill and Smelter Workers-CIO)
*Scovill Manufacturing Company..... (brass manufacturer)	Hammond, Ind.	20¢/hr.	160	(USA-CIO)
*Screw Conveyor Company.....	Chicago, Ill.	5½¢/hr.	....	In addition to 13¢/hr. increase granted 11/45
*Signode Steel Strapping Company.....	Detroit, Mich.	18½¢/hr.	250	
*Steel Plate and Shape Company.....	Ohio	18½¢/hr.	16,000	Maintenance of membership; dues checkoff; disciplinary lay-offs; discharge for employees taking part in strikes. Retroactive 1/1/46. (USA-CIO)
Timken Roller Bearing Company..... (5 plants)	Cleveland, O.	18½¢/hr.	150	(International Assn. of Machinists)
Titan Valve & Manufacturing Company.	Canton, O.	18½¢/hr.	450	Maintenance of membership; dues checkoff
Union Metal Manufacturing Company..	Hudson, N. Y.	15¢/hr.	157	Correcting gross wage inequities with rates paid by related industries. Discontinuance of two 10 minute rest periods. 5¢/hr. of increase retroactive 1/1/46. Approved by RWSB. (V & O Industrial Union)
V & O Press Company, Inc..... (presses, dies and feeds)	Huntington, W. Va.	18½¢/hr.	450	(USA-CIO)
West Virginia Steel and Manufacturing Company	Harrison and New-ark, N. J.	18½¢/hr.	3,000	Adjustment in premium rates upwards to 24¢/hr. Increase in base rates on sliding scale. \$150 retroactive pay as soon as possible. Increase in night differential. 6 paid holidays. (USA-CIO)
Worthington Pump and Machinery... Worthington Gamon Meter Company..	Stamford, Conn.	12½¢/hr.	2,700	Two year contract. (International Assn. of Machinists)
Yale & Towne Manufacturing Company.	Pittsburgh, Pa. area	18½¢/hr.	20,000	Salaried workers. Announcement includes U. S. Steel Corp. with average of \$32/mo. in lower wage brackets; 15% up to \$10,000
*Steel companies.....				
Rubber				
Armstrong Cork Company.....	Lancaster, Pa.	18½¢/hr.	....	(URW-CIO)
Firestone Tire and Rubber Company....	Various	18½¢/hr.	....	Nonunion wage employees in all plants. 15% to salaried workers at Lake Charles, La., synthetic rubber plant
Goodyear Tire and Rubber Company...	Various	18½¢/hr.	....	Hourly paid employees not covered by agreement with AFL's rubber workers
*Lee Tire & Rubber Company..... (Republic Rubber Division)	Youngstown, O.	18½¢/hr.	1,000	Retroactive 3/11/46 with 12¢/hr. retroactive 11/1/45. Adjustment of inequities. Double time for Sundays and 6 holidays. Similar increase at Conshohocken, Pa. plant. (United Rubber Workers-CIO)
United States Rubber Company.....	Various	15%	....	Approved for salaried employees to correct intraplant and inter-plant inequities. Extension of 18½¢/hr. increase to nonunion production workers. 18½¢/hr. and 17.1¢/hr. increases to AFL's rubber workers on day and incentive work, respectively, at Providence, R. I. plant, of which 8¢/hr. retroactive 9/5/45. 18½¢/hr. increase of which 12¢ is retroactive 2/4/46 goes to CIO's Mine, Mill and Smelter Workers at Shoe Hardware Division, Waterbury, Conn.
West Company.....	Philadelphia, Pa.	16%	190	Conforms with wage pattern set by "big four" rubber companies. Approved by Philadelphia WSB
Shipbuilding				
Bethlehem-Hingham Shipyards, Inc.... (subsidiary of Bethlehem Steel Corporation)	Boston, Mass.	18¢/hr.	300	Clerical and hourly-paid workers. Retroactive 12/4/45. Increase also accepted by salaried employees at Fore River shipyard, Quincy, Mass. (Beth-Hingham Independent Union)
Dravo Company.....	Neville Island, Pa.	9¢/hr.	1,400	Minimum day rate now 97¢/hr. (Industrial Union of Marine and Shipbuilding Workers of America-CIO)
*Sun Shipbuilding & Dry Dock Company	Chester, Pa.	18¢/hr.	9,000	Approved by U. S. Maritime Commission. 95% of increase retroactive 12/4/45. (Maritime and Shipbuilding union-CIO)
*Shipbuilders.....	Various	18¢/hr.	....	Authorized by Salary Stabilization Unit to make similar adjustments in salaries of those under its jurisdiction to limit of \$7,500/yr.
Textiles and Allied Industries				
Associated Fur Coat and Trimming Manufacturers, Inc.	New York City area	8.5%	11,000	2¼% of weekly payroll set aside by employers for health and retirement fund. Contract extends to 2/15/48. (International Fur and Leather Workers Union-CIO and Furriers Joint Council of New York-CIO)
*Bemis Cotton Mill.....	Jackson, Miss.	10¢/hr.	1,300	65¢/hr. minimum wage after 6 months. Better working conditions, seniority rights, grievance and arbitration procedure, vacation allowances included in contract. \$33,000 lump sum distribution in lieu of retroactive increase on same basis as \$5,000 given to 198 employees of Bemis Bros. Co., Memphis, Tenn. (Textile Workers Union of America-CIO)
Charlottesville Woolen Mills, Inc.....	Charlottesville, Va.	5¢/hr.	....
*Cleaners & Dyers Board of Trade.....	Buffalo, N. Y.	10¢/hr.	700	Retroactive 3/16/46. Second week of vacation after 5 years. (International Assn. of Cleaning and Dye House Workers-AFL)

See page 192 for footnotes

WAGE-INCREASE ANNOUNCEMENTS¹, MARCH 14 TO APRIL 30, 1946—Continued

Company	Location	Amount of Increase	Number Affected	Remarks
Union Asbestos & Rubber Company....	Cicero, Ill.	12¢/hr.	....	Longer paid vacations; union shop; incentive bonus system; checkoff of union dues. (TWUA-CIO)
92 chain and wholesale cleaning and dyeing establishments	New York City area	20% (average)	3,500	Increases of 8¢ to 10¢/hr.; 7 paid holidays; other benefits. (Amalgamated Clothing Workers of America-CIO)
Transportation				
Akron Transportation Company.....	Akron, O.	12¢/hr.	450	Drivers. Current wage rate 98¢/hr. (Transport Workers Union-CIO)
Bee Lines, Inc.....	Nassau and Queens Counties, N. Y.	12¢/hr.	229 (total)	Full 1946 vacation benefits to returned servicemen. For work on paid holidays, either double time or day off with pay within 2 weeks. The 4 companies are under one ownership. (TWU-CIO)
Long Beach Bus Company, Inc.....				
Utility Lines, Inc.....				
Rockville Center Bus Corporation.....	Cincinnati, O.	4¢/hr.	800-900	Over-the-road pickup drivers, dockmen, checkers and helpers. In addition to recent 6¢/hr. increase. New hourly rate \$1/hr. for drivers. Agreement covers 30 operators of 120 in the employers' group
*Cincinnati Motor Transportation Club.				
Greyhound Corporation.....	Chicago, Ill.	14%	3,800	Drivers and maintenance workers of "several lines" in the Northeastern United States. Approved by WSB. Subsidiaries included: Central Greyhound Lines group, Pa. Greyhound Lines; and terminals and garages of the lines in Toledo, Columbus, Chicago, Washington, D. C., and New York City. (AFL)
Illinois Motor Truck Operators Association	Illinois	15¢/hr.	....	2 yr. contract. (Auto Mechanics-AFL)
Pittsburgh Steamship Company.....	Cleveland, O.	11.03¢/hr.	....	Unlicensed employees working on Great Lakes cargo vessels
(subsidiary of U. S. Steel Corporation)	Scranton, Pa.	10¢/hr.	400	Both operating and nonoperating employees of U. S. railroads. Awarded by 2 separate arbitration boards. Increase is "approvable" for price increase purposes. 8 hr. day. Now \$1.28/hr. for operating employees
Scranton Transit Company.....		16¢/hr.	....
Railroad operators.....	Various			Truck drivers, dockmen and helpers working in "Niagara frontier" area. Wage rate now \$1.00/hr.
*Trucking employers.....	Buffalo, N. Y. area	10¢/hr.	1,100	Truck drivers. Retroactive 1/1/46. Increase equals \$6/wk. 2 weeks vacation/year. (International Brotherhood of Teamsters and Chauffeurs-AFL)
410 trucking employers.....	Boston, Mass. area	12¼¢/hr.	4,000	Towboat workers. Also 31¢/hr. increase to cooks. Both increases retroactive to 1/1/46. 2 wk. vacation after 2 years' service. Under new terms deckmen will receive 85¢/hr.; licensed mates \$1.07/hr.; engineers \$1.24/hr.; captains of class A vessels \$1.28. Time and ½ for Sunday work. Elimination of two-man barges. (ILA-AFL)
Tugboat operators.....	New York City	18¢/hr.	2,600	
Miscellaneous				
American Can Company (2 plants making fiber milk containers)	Jersey City, N. J.	13½¢/hr.	1,400	Retroactive increases 1/1/46. (Federal Labor Union 23,393-AFL)
Bank of America National Trust and Savings Association	San Francisco, Calif.	(See remarks)	12,000	30% increase on salaries up to \$200/mo.; \$60/mo. increase for \$200-\$333 salaries; \$50/mo. increase for \$333-\$500 salaries. Effective 7/1/46. Work week reduced to 40 hrs. Increase replaces 15% wartime bonus for longer hours
Chicago Real Estate Board.....	Chicago, Ill.	15%	8,000	Janitors. Permission to increase rents will be requested of OPA. (Chicago Flat Janitors Union-AFL)
Cincinnati Gas & Electric Company....	Cincinnati, O.	17¢/hr.	1,400	Dues checkoff. Retroactive 4/1/46. Settled by arbitration. (IBEW-AFL)
Union Light, Heat and Power Company.	Kentucky	18½¢/hr.	....	Job evaluation; vacations; paid holidays. Retroactive 11/16/45. Arbitration award. (Independent Employees Assn.)
Duquesne Light Company (including 12 affiliated companies)	Various			
Eastern Gas & Fuel Associates.....	Everett, Mass.	18½¢/hr.	....	\$123.52 bonus in lieu of retroactive pay. (Gas, Coke and Chemical Workers-CIO)
Endicott-Johnson Corporation.....	Endicott, N. Y.	15¢/hr.	17,000	9¢/hr. retroactive 1/21/46
(shoemakers)	Keasbey, N. J.	8½¢/hr.	....	Work week reduced from 55 hrs. to 48 hrs. Additional graduated increases for employees working less than 48 hrs. Arbitration decision. (Gas, Coke, and Chemical Workers-CIO)
General Ceramics and Steatite Corporation				
*Illinois Bell Telephone Company.....	Chicago, Ill.	\$2.40/wk. (average) \$1.68/wk. (average)	1,389	Men Women Service employees, tellers, salesmen and coin box collectors. In addition to \$5.00/wk. increase 1/6/46. (Commercial Telephone Workers Union-affiliate of National Federation of Telephone Workers)
*Lever Brothers Company.....	Hammond, Edgewater, N. J.; Cambridge, Mass.; Baltimore, Md.	18¢-27½¢/hr.	2,500	Retroactive 1/14/46. 18¢ to those earning less than \$1/hr.; 18% to those earning more than \$1/hr. (ICWU-AFL)
(soap manufacturers)	Chicago, Ill.	(See remarks)	4,500	Barbers. \$2.80/wk. plus 60% of income of more than \$50/wk. Arbitration award. Retroactive 4/15/46. Basic wage increased from \$32.20 to \$35/wk. Previous "take" was 60% of income over \$46/wk. Haircut prices raised from 85¢ to \$1 on weekdays; from \$1 to \$1.25 on Saturday and days before holidays. (Journeymen Barbers AFL)
Master Barbers Association.....				
(3,000 barber shops)				

WAGE-INCREASE ANNOUNCEMENTS¹, MARCH 14 TO APRIL 30, 1946—Continued

Company	Location	Amount of Increase	Number Affected	Remarks
Monsanto Chemical Company.....	Various	2%	....	To bring all plants in line with 15% increase granted workers at Texas City, Texas plant
New York Stock Exchange.....	New York City	13%-15%	300	Office employees, supervisors and department heads. (Non-union)
New York Wholesalers Association..... (38 shoe companies)	New York City	21¢/hr. (average)	300	(Wholesale and Warehouse Workers Union-CIO)
Revlon Products, Inc. (cosmetics).....	New York City	22%-27%	500	Closed shop replaces maintenance-of-membership clause in contract. (Wholesale and Warehouse Workers Union-CIO)
Trostel & Sons Company.....	Milwaukee, Wis.	16¢/hr. (average)	1,100	Leather workers. \$635,000 is total of increases including retroactive pay. In addition to 8¢/hr. increase given 8/45. (Fur and Leather Workers Union-CIO)
Reuping (Fred) Leather Company.....	Fond du Lac, Wis.			
United States Gypsum Company.....	Staten Island, N.Y.	7½¢/hr.	....	Contract provides for 48 hr. work week as long as current demand for products continues. Either party can re-open wage issue. (UMW-AFL)
*West Penn Power Company.....	Pittsburgh, Pa.	12¢/hr.	2,700	Also \$20/mo. to salaried workers. Increases apply to all wage earners and salaried workers (union and non-union) in 16 western Pennsylvania counties. Increases are in addition to 5¢/hr. for hourly workers and \$10/mo. for salaried workers granted 10/16/45. Agreement runs until 5/1/47. (Utility Workers Union-CIO)
*8 motion picture distributors.....	Cincinnati, O.	15%	....	Shipping clerks, poster clerks, inspectresses. 10% retroactive from 12/43 to 12/45. Contract runs to 11/30/47. (International Stage Employees and Motion Picture Operators-AFL)
8 motion picture producers.....	Hollywood, Calif.	33%	2,000	Contract and part-time musicians paid on yearly basis. Guaranteed annual wage now \$6,916/yr. instead of \$5,200/yr. Overtime after 520 hours/yr. Minimum number of musicians employed at 5 major studios increased from 35 to 50; at 3 other studios increased from 25 to scale ranging up to 36. 2 weeks vacation with pay. Contract runs to Labor Day, 1948. (American Federation of Musicians-AFL)

¹Includes salary-increase announcements

*Increases not included in March, 1946, announcements